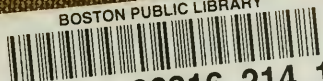


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**The Commonwealth of Massachusetts**

**BUREAU OF STATISTICS**

GEORGE A. BACON, Director

**LABOR BULLETIN No. 128**

(Being Part II of the Annual Report on the Statistics of Labor for 1919)

**NINTH ANNUAL REPORT**

ON

**UNION SCALE OF WAGES AND HOURS OF  
LABOR IN MASSACHUSETTS**

**1918**



OCTOBER 1, 1919

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6

**BOSTON**

**WRIGHT & POTTER PRINTING COMPANY**

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**1919**

# ORGANIZATION AND FUNCTIONS OF THE MASSACHUSETTS BUREAU OF STATISTICS

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Bureau is organized into five permanent divisions: 1. The *Administration*, charged with duties supervisory in relation to the several divisions; 2. The *Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as questions of general economic and social interest; 3. The *Manufactures* which collects and tabulates Statistics of Manufactures; 4. The *Municipal* which collects and tabulates Statistics of Municipal Finances, audits municipalities and installs accounting systems in cities and towns, and supervises the of town notes; 5. The *Public Employment Offices Division*, embracing the administration of the State Public Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 47 Water Street, Springfield; and 48-52 Green Street, Worcester. During the period of taking and compiling the Census sixth division, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . . ; and to take the Decennial census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

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# The Commonwealth of Massachusetts

## BUREAU OF STATISTICS

GEORGE A. BACON, Director

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# UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1918.

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## INTRODUCTION.

This report is the ninth of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.<sup>1</sup> The data herein presented were obtained principally as of the date July 1, 1918, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a *time-rate* system.

In certain industries and trades, such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid principally on a *piece-rate* basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a union scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, wherever, in any locality, a definite scale of wages and hours of labor has actually become effective in a strongly organized industry or trade, although it may not have been the subject of a formal, signed agreement between employers and employees, such scale has been included in this report.

The term "*time-rates of wages*", as used in this report, signifies the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since the earnings of employees depend both upon the rates of wages and

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<sup>1</sup> Previous reports relative to time-rates of wages and hours of labor effective in the organized industries and trades in Massachusetts on the several dates specified were issued by this Bureau as follows:

1910 (October 1). Part I of the Forty-first Annual Report on the Statistics of Labor.

1911 (October 1). Labor Bulletin No. 91.

1912 (October 1). Labor Bulletin No. 96.

1913 (October 1). Labor Bulletin No. 97.

1914 (July 1). Labor Bulletin No. 107.

1915 (October 1). Labor Bulletins Nos. 114 and 115.

1916 (July 1). Labor Bulletin No. 120.

1917 (July 1). Labor Bulletin No. 124.

the number of hours, etc., for which payment is made. The rates of wages serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, by making possible overtime employment or by reducing the amount of unemployment, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same. The great demand for workmen during the war period made it possible for many workmen, both organized and unorganized, to command wages considerably in excess of the standard union rates which, under normal conditions, would prevail in the several localities. Usually, however, the union scale was retained as the standard, while the employees received additional compensation in the form of efficiency, service, and night bonuses, premiums, and overtime payments at rates in excess of those paid for work during the regular working hours.

Time-rates are calculated in various ways, but generally by the hour, day, or week. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate is in effect. In other cases a rate for only one unit of time has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day. These and other provisions relative to the method of calculating compensation which cannot be shown conveniently in tabular form are covered by notes accompanying the several tables.

The "*union scale*" establishes merely minimum rates, less than which members of the union to which it relates are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in most cases the union rules provide that

definite penalties shall be imposed for failure of members to observe the working rules adopted by the union. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the *minimum* rates of wages and *maximum* number of hours which have become effective in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. It is especially gratifying to be able to state that in the preparation of this report the Bureau has received, almost invariably, the cordial and painstaking assistance of those whom it has been necessary to consult.



A. GENERAL GROUP OF TRADES.  
TABLE 1. BOOT AND SHOE MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Boot and Shoe Workers.</b>									
Abington:									
Beginners, . . . . .	-	\$1.25	-	-	-	9	5	50	12
Cutters, . . . . .	-	-	\$22.00	1½ T	-	9	5	50	12
Boston:									
Cutters, outside, . . . . .	.70	-	-	Reg.	-	9	5	50	12
Cutters, top cloth and leather, . . . . .	.55½	-	-	Reg.	-	9	5	50	12
Cutters, die trimmings, . . . . .	.55½	-	-	Reg.	-	9	5	50	12
Hand trimming, . . . . .	.55½	-	-	Reg.	-	9	5	50	12
Leather lining, . . . . .	.55½	-	-	Reg.	-	9	5	50	12
Sorters, . . . . .	.77	-	-	Reg.	-	9	5	50	12
Leather handlers:									
Handlers, . . . . .	-	-	23.00	1½ T	1½ T	8½	5½	48	12
Weighers, . . . . .	-	-	26.00	1½ T	1½ T	8½	5½	48	12
Sorters, . . . . .	-	-	25.00	1½ T	1½ T	8½	5½	48	12
Shippers, . . . . .	-	-	25.00	1½ T	1½ T	8½	5½	48	12
Bridgewater:									
Upper leather cutting, . . . . .	.51	-	25.50	-	-	9½	4½	50	12
Upper leather sorting, . . . . .	.51	-	25.50	-	-	9½	4½	50	12
Sole leather cutting (out- soles), . . . . .	.47	-	23.50	-	-	9½	4½	50	12
Sole leather sorting (out- soles), . . . . .	.436	-	21.80	-	-	9½	4½	50	12
Cutting insoles, . . . . .	.436	-	21.80	-	-	9½	4½	50	12
Sorting insoles, . . . . .	.39	-	19.50	-	-	9½	4½	50	12
Cutting lifting, . . . . .	.369	-	18.45	-	-	9½	4½	50	12
Brockton:	{ .24- .50 }	-	-	1½ T	-	9	5	50	12
Cutters:									
Outside cutters, hand or machine, . . . . .	.51	-	25.50	-	-	-	-	50	-
Top cutters, hand or machine, . . . . .	.43	-	21.50	-	-	-	-	50	-
Sorters, . . . . .	.51	-	25.50	-	-	-	-	50	-
Cloth lining cutters, . . . . .	.43	-	21.50	-	-	-	-	50	-
Leather linings, . . . . .	.34	-	17.00	-	-	-	-	50	-
Crimping:									
First three months, . . . . .	.24	-	12.00	-	-	-	-	50	-
Second three months, . . . . .	.27	-	13.50	-	-	-	-	50	-
Third three months, . . . . .	.30	-	15.00	-	-	-	-	50	-
After nine months, . . . . .	.35	-	18.00	-	-	-	-	50	-
Throating, . . . . .	.34	-	17.00	-	-	-	-	50	-
Marking lining:									
First three months, . . . . .	.18	-	9.00	-	-	-	-	50	-
Second three months, . . . . .	.22	-	11.00	-	-	-	-	50	-
After six months, . . . . .	.27	-	13.50	-	-	-	-	50	-
Putting up linings:									
Three months, . . . . .	.22	-	11.00	-	-	-	-	50	-
After three months, . . . . .	.27	-	13.50	-	-	-	-	50	-
Matching up work:									
First three months, . . . . .	.26	-	13.00	-	-	-	-	50	-
After three months, . . . . .	.30	-	15.00	-	-	-	-	50	-
Punching tips and pinking, . . . . .	.30	-	15.00	-	-	-	-	50	-
Cut trimmings, hand:									
First three months, . . . . .	.24	-	12.00	-	-	-	-	50	-
Second three months, . . . . .	.27	-	13.50	-	-	-	-	50	-
Third three months, . . . . .	.30	-	15.00	-	-	-	-	50	-
After nine months, . . . . .	.34	-	17.00	-	-	-	-	50	-
Mark vamps for tips:									
First three months, . . . . .	.18	-	9.00	-	-	-	-	50	-
Second three months, . . . . .	.21	-	10.50	-	-	-	-	50	-
Third three months, . . . . .	.25	-	12.50	-	-	-	-	50	-
After nine months, . . . . .	.27	-	13.50	-	-	-	-	50	-

<sup>1</sup> The symbols used in this table and in other tables in this report signify as follows: Reg.=Regular time; ¼T=Time and one-quarter; ½T=Time and one-half; 2T=Double time; 3T=Triple time.

TABLE 1. BOOT AND SHOE MANUFACTURING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holi-days	Monday to Friday	Saturday		
<b>Boot and Shoe Workers—</b>									
Con.									
Brockton—Con.									
Cutters—Con.									
Match marking and casing up work:									
First month, . . . . .	\$0.15	—	\$7.50	—	—	—	—	50	—
Second month, . . . . .	.18	—	9.00	—	—	—	—	50	—
Third month, . . . . .	.21	—	10.50	—	—	—	—	50	—
Fourth month and after, . . . . .	.24	—	12.00	—	—	—	—	50	—
Doubling:									
First three months, . . . . .	.15	—	7.50	—	—	—	—	50	—
Second three months, . . . . .	.18	—	9.00	—	—	—	—	50	—
Third three months, . . . . .	.21	—	10.50	—	—	—	—	50	—
After nine months, . . . . .	.24	—	12.00	—	—	—	—	50	—
Dieing out on block:									
First three months, . . . . .	.18	—	9.00	—	—	—	—	50	—
Second three months, . . . . .	.25	—	12.50	—	—	—	—	50	—
After six months, . . . . .	.30	—	15.00	—	—	—	—	50	—
Perforating:									
First two months, . . . . .	.24	—	12.00	—	—	—	—	50	—
Second two months, . . . . .	.27	—	13.50	—	—	—	—	50	—
Third two months, . . . . .	.30	—	15.00	—	—	—	—	50	—
After six months, . . . . .	.33	—	16.50	—	—	—	—	50	—
Outside cutters:									
First six months, . . . . .	.45	—	22.50	—	—	—	—	50	—
Second six months, . . . . .	.48	—	24.00	—	—	—	—	50	—
After one year, . . . . .	.51	—	25.50	—	—	—	—	50	—
Top cutters (apprentices):									
First six months, . . . . .	.37	—	18.50	—	—	—	—	50	—
Second six months, . . . . .	.40	—	20.00	—	—	—	—	50	—
After one year, . . . . .	.43	—	21.50	—	—	—	—	50	—
Dressers and packers, . . . . .	—	—	13.20	1½ T	—	9	5	50	12
Lasters (hand), . . . . .	.43 <sup>7</sup> / <sub>10</sub>	\$3.93	21.85	—	—	9	5	50	12
Lasters (machine), . . . . .	.47	4.23	23.50	—	—	9	5	50	12
Skivers, . . . . .	.33	—	16.50	1½ T	—	9	5	50	12
Sole leather workers, . . . . .	—	—	10.25—24.00	1½ T	—	9	5	50	12
Stitchers:									
First three months, . . . . .	—	—	7.50	—	—	9	5	50	12
After three months, . . . . .	—	—	9.00—15.00	—	—	9	5	50	12
Treers, . . . . .	.40 <sup>3</sup> / <sub>10</sub>	—	20.15	1½ T	—	9	5	50	12
Vampers, . . . . .	.4477	—	—	Reg.	—	9	5	50	12
Haverhill:									
Beam dinkers, . . . . .	—	—	22.00—32.50	1½ T	—	9	5	50	12
Crimpers, . . . . .	—	—	19.25—30.00—35.00	—	—	9	5	50	12
Cutters, . . . . .	—	—	30.00	—	—	9	5	50	12
Cutters, block, . . . . .	—	—	18.35	—	—	9	5	50	12
Cutters, fancy block, . . . . .	—	—	22.00—28.00	1½ T	—	9	5	50	12
Cutters, trimming and block, . . . . .	—	—	22.00—25.00	1½ T	—	9	5	50	12
Cutters, cloth lining (men's shoes), . . . . .	—	—	27.50	—	—	9	5	50	12
Cutters, cloth lining (women's shoes), . . . . .	—	—	30.00	—	—	9	5	50	12
Cutters, fabric, . . . . .	—	—	30.00—35.00	1½ T	—	9	5	50	12
Cutters, lining, . . . . .	—	—	30.00—35.00	1½ T	—	9	5	50	12
Cutters, outside, . . . . .	—	—	30.00—35.00	1½ T	—	9	5	50	12
Cutters, sole leather, . . . . .	—	—	25.30	1½ T	—	9	5	50	12
Helpers, . . . . .	—	—	7.50—15.00	—	—	9	5	50	12
Graders, sole leather, . . . . .	—	—	25.30	1½ T	—	9	5	50	12
Putting up soles, sole leather, . . . . .	—	—	25.30	1½ T	—	9	5	50	12

TABLE 1. BOOT AND SHOE MANUFACTURING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Boot and Shoe Workers —</b>									
Con.									
Haverhill — Con.									
Sorters, sole leather, . . .	—	—	\$25 30	1½ T	—	9	5	50	12
Sorters, stock, . . .	—	—	30.00	—	—	9	5	50	12
Treers, . . .	\$0.40	—	22.00	1½ T	—	9	5	50	12
Ironers, . . .	.40	—	22.00	1½ T	—	9	5	50	12
Wood heel workers:									
Band saw men, . . .	—	—	17.60	1½ T	—	10	5	55	12
Circular saw men, . . .	—	—	18.00	1½ T	—	10	5	55	12
Concavers, . . .	—	—	20.00	1½ T	—	10	5	55	12
Dowellers, . . .	—	—	15.00	1½ T	—	10	5	55	12
Graders, . . .	—	—	18.00	1½ T	—	10	5	55	12
Groovers, . . .	—	—	18.00	1½ T	—	10	5	55	12
Shank scourers, . . .	—	—	20.00	1½ T	—	10	5	55	12
Turners, . . .	—	—	20.00	1½ T	—	10	5	55	12
Lowell:									
Lumpers, wet, . . .	.45	—	—	1½ T	2 T	9	5	50	12
Lumpers, dry, . . .	.42	—	—	1½ T	2 T	9	5	50	12
Lynn:									
Cleaners (male), . . .	.60	—	30.00	—	—	9	5	50	12
Cutters, . . .	.70	\$6.30	35.00	—	—	9	5	50	12
Ironers (male), . . .	.60	—	30.00	—	—	9	5	50	12
Lacers (female), . . .	.30	—	15.00	—	—	9	5	50	12
Lasters, . . .	.60	—	—	—	—	9	5	50	12
Lasters, . . .	.70	—	—	—	—	9	5	50	12
Lasting machine operators, . . .	.30	—	15.00	—	—	9	5	50	12
Liners, . . .	.30	—	15.00	—	—	9	5	50	12
Packers, . . .	.30	—	15.00	—	—	9	5	50	12
Repairers, . . .	.30	—	15.00	—	—	9	5	50	12
Sole leather workers:									
Cutters, . . .	—	—	25.00	—	—	9	5	50	12
Moulders, counters, . . .	—	—	19.00	—	—	9	5	50	12
Resorting flat counters, . . .	—	—	16.00	—	—	9	5	50	12
Skivers, . . .	—	—	19.00	—	—	9	5	50	12
Sorters, block, . . .	—	—	19.00	—	—	9	5	50	12
Sorters, mould, . . .	—	—	18.00	—	—	9	5	50	12
Stockfitting, . . .	—	—	19.00	—	—	9	5	50	12
Stitchers, . . .	.32	—	—	—	—	9	5	50	12
Stitchers (McKay), . . .	.70	—	—	—	—	9	5	50	12
Stockfitters, . . .	.50	4.50	25.00	—	—	9	5	50	12
Vampers, . . .	.40	—	—	—	—	9	5	50	12
Marlborough:									
Cutters, hand, . . .	—	—	23.75	—	—	9½	5	52½	12
Cutters, lining, . . .	—	—	23.75	—	—	9½	5	52½	12
Cutters, machine, . . .	—	—	25.50	—	—	9½	5	52½	12
Sorters, . . .	—	—	25.50	—	—	9½	5	52½	12
Sorters (women), . . .	—	—	17.50	—	—	9½	5	52½	12
Natick:									
Cutters, outsole, . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
Cutters, upper leather, . . .	.39	3.51	19.50	1½ T	1½ T	9	5	50	12
Floormen, . . .	.27	2.43	13.50	1½ T	1½ T	9	5	50	12
Lasters, . . .	.48	4.32	24.00	1½ T	1½ T	9	5	50	12
Stitchers (female), . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12
Stitchers (male), . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
New Bedford:									
Assemblers, . . .	.40½	3.63	—	—	—	9	5	50	12
Boys, . . .	.13½	1.21	—	—	—	9	5	50	12
Cobblers, . . .	.40½	3.63	—	—	—	9	5	50	12
Crowners, . . .	.26½	2.39	—	—	—	9	5	50	12
Ironers, . . .	.20½	1.81	—	—	—	9	5	50	12
Trimmers, innersole, . . .	.20½	1.81	—	—	—	9	5	50	12
North Adams:									
Cutters, board (top), . . .	—	—	18.00	1½ T	—	9	5	50	12
Cutters, board (whole sole), . . .	—	—	20.75	1½ T	—	9	5	50	12
Cutters, machine (top), . . .	—	—	19.00	1½ T	—	9	5	50	12
Cutters, machine (whole sole), . . .	—	—	23.00	1½ T	—	9	5	50	12
Helpers, . . .	—	—	15.00	1½ T	—	9	5	50	12
Randolph:									
Inexperienced help, . . .	—	—	6.73	—	—	9	5	50	12



TABLE 1. BOOT AND SHOE MANUFACTURING—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Boot and Shoe Workers —</b>									
<b>Con.</b>									
Salem:									
Cutters, lining, . . . .	\$0.60	\$5.40	\$30.00	2 T	—	9	5	50	12
Cutters, shoe, . . . .	.70	6.30	35.00	2 T	—	9	5	50	12
Cutters, trimming, . . .	.50	4.50	25.00	2 T	—	9	5	50	12
Stitchers, . . . .	.25	2.25	12.50	1½ T	—	9	5	50	12
Taunton:									
Shoe repairers, . . . .	.33½	—	18.00	—	—	9	19	154	12
Whitman:									
Cutters, . . . .	.51	4.59	25.50	—	—	9	5	50	12
Cutters, insole, . . . .	.42	3.78	21.00	1½ T	—	9	5	50	12
Cutters, outsole, . . . .	.48	4.32	24.00	1½ T	—	9	5	50	12
Cutters, top, . . . .	.42	3.78	21.00	—	—	9	5	50	12
Dressing department:									
Tack inspecting, . . .	—	—	11.75	—	—	9	5	50	12
Stamping, . . . .	—	—	16.80	—	—	9	5	50	12
Soft leather repairing, .	—	—	16.80	—	—	9	5	50	12
Russia repairing, . . .	—	—	16.80	—	—	9	5	50	12
Patent leather repairing,	—	—	18.49	—	—	9	5	50	12
Patent leather repairing	—	—	13.44	—	—	9	5	50	12
by machine, . . . .	—	—	15.12	—	—	9	5	50	12
Dressing:									
Apprentices:									
First six months, . .	—	—	11.75	—	—	9	5	50	12
Second six months, .	—	—	13.44	—	—	9	5	50	12
After one year, . . .	—	—	15.12	—	—	9	5	50	12
Lacing, . . . .	—	—	11.75	—	—	9	5	50	12
Inspecting (examine for									
imperfections and									
mate up for packers									
if necessary), . . . .	—	—	15.12	—	—	9	5	50	12
Crowning, . . . .	—	—	20.16	—	—	9	5	50	12
Carton marking, . . . .	—	—	13.44	—	—	9	5	50	12
Packing in cartons:									
Apprentices:									
First six months, . .	—	—	11.75	—	—	9	5	50	12
Second six months, .	—	—	13.44	—	—	9	5	50	12
After one year, . . .	—	—	15.12	—	—	9	5	50	12
Wooden box making, . . .	—	—	13.44	—	—	9	5	50	12
Checking and shipping, . .	—	—	18.49	—	—	9	5	50	12
Form man, . . . .	—	—	16.80	—	—	9	5	50	12
Cold stamping, . . . .	—	—	11.75	—	—	9	5	50	12
Lasters, . . . .	.437½	—	21.85	—	—	9	5	50	12
Skivers:									
Tops, . . . .	.41	3.69	20.50	—	—	9	5	50	12
Trimnings, inside, . . . .	.33	2.97	16.50	—	—	9	5	50	12
Trimnings, outside, . . .	.37	3.33	18.50	—	—	9	5	50	12
Sorters:									
Insoles, . . . .	.40	3.60	20.00	1½ T	—	9	5	50	12
Outsoles, . . . .	.43	3.87	21.50	1½ T	—	9	5	50	12
Stitchers, . . . .	.15½	1.37	7.61	—	—	9	5	50	12

¹ During two months, five hours on Wednesday, 50 hours a week.

TABLE 2. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Bricklayers, Masons, and Plasterers.									
Apprentices.									
Attleboro, . . . . .	\$0.25	\$2.00	\$11.00	1½ T	2 T	8	4	44	12
Beverly:									
First year, . . . . .	—	—	<sup>1</sup> 6.00	—	—	8	4	44	12
Second year, . . . . .	—	—	<sup>1</sup> 8.00	—	—	8	4	44	12
Third year, . . . . .	—	—	<sup>1</sup> 10.00	—	—	8	4	44	12
Brockton:									
First year, . . . . .	—	—	7.00	—	—	8	4	44	12
Second year, . . . . .	—	—	8.00	—	—	8	4	44	12
Third year, . . . . .	—	—	10.00	—	—	8	4	44	12
Fitchburg:									
First year, . . . . .	.20	—	—	1½ T	2 T	8	4	44	12
Second year, . . . . .	.25	—	—	1½ T	2 T	8	4	44	12
Third year, . . . . .	.30	—	—	1½ T	2 T	8	4	44	12
Framingham:									
Second year, . . . . .	.40	3.20	17.60	2 —	2 T	8	4	44	12
Gardner:									
First year, . . . . .	.40	—	—	1½ T	2 T	8	8	48	3
Second year, . . . . .	.50	—	—	1½ T	2 T	8	8	48	3
Third year, . . . . .	.55	—	—	1½ T	2 T	8	8	48	3
Holyoke:									
First year, . . . . .	—	{ 1.00—	—	2 T	2 T	8	4	44	12
		{ 2.00—	—						
Second year, . . . . .	—	{ 2.00—	—	2 T	2 T	8	4	44	12
		{ 3.00—	—						
Third year, . . . . .	—	{ 3.00—	—	2 T	2 T	8	4	44	12
		{ 4.00—	—						
Lowell:									
First year, . . . . .	.20	1.60	—	2 T	2 T	8	4	44	12
Second year, . . . . .	.25	2.00	—	2 T	2 T	8	4	44	12
Third year, . . . . .	.50	4.00	—	2 T	2 T	8	4	44	12
Bricklayers.									
Athol, . . . . .	.60	4.80	28.80	1½ T	2 T	8	8	48	—
Attleboro, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Beverly, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Boston, . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.70	—	30.80	2 T	2 T	8	4	44	12
Cambridge, . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Clinton, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Fall River, . . . . .	.75	6.00	33.00	2 —	2 —	8	4	44	12
Fitchburg, . . . . .	<sup>4</sup> .70	<sup>4</sup> 5.60	<sup>4</sup> 30.80	1½ T	2 T	8	4	44	12
Fitchburg (sewer work), . . . . .	—	<sup>4</sup> 6.10	—	1½ T	2 T	8	4	44	12
Framingham, . . . . .	.70	5.60	30.80	2 —	2 T	8	4	44	12
Gardner, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	3
Great Barrington, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Greenfield, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	—
Haverhill, . . . . .	<sup>5</sup> .80	<sup>5</sup> 6.40	<sup>5</sup> 35.20	<sup>6</sup> —	2 T	8	4	44	12
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Holyoke (foremen), . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Lawrence, . . . . .	.80	6.40	35.20	1½ T	2 T	8	4	44	12
Lenox, . . . . .	.75	6.00	33.00	2 —	2 T	8	4	44	12
Lowell, . . . . .	.80	6.40	35.20	2 T	2 T	8	4	44	12
Lowell (sewer work), . . . . .	.85	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.70	—	—	1½ T	2 T	8	4	44	12

<sup>1</sup> Average.<sup>2</sup> Saturday, 2 T; other overtime, 1½ T.<sup>3</sup> 1½ T on Sundays; 2 T on holidays.<sup>4</sup> All repair work on boilers, ovens or furnaces in use (hot or cold) to be paid at 1½ T except Sundays and holidays, when 2 T is paid.<sup>5</sup> When working on old boiler repairing, all work shall be paid for at 1½ T rate.<sup>6</sup> 1½ T for one hour, then 2 T.<sup>7</sup> No work permitted between 5 and 6 P.M., except in cases of emergency; other overtime, 2 T.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday		
Bricklayers, Masons, and Plasterers — Con.									
Bricklayers — Con.									
Marlborough, . . . . .	\$0.65	\$5.20	\$28.60	2 T	2 T	8	4	44	12
New Bedford, . . . . .	1.75	6.00	33.00	1½ T	2 T	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
North Adams, . . . . .	.68¾	5.46	30.03	2 T	2 T	8	4	44	12
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Plymouth, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Quincy, . . . . .	.80	6.40	35.20	2 T	2 T	8	4	44	12
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Salem (sewer work), . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Southbridge, . . . . .	.65	—	—	1½ T	2 T	8	4	44	12
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Taunton, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Worcester, . . . . .	.75	—	—	1½ T	2 T	8	4	44	12
Plasterers.									
Athol, . . . . .	.60	4.80	28.80	1½ T	2 T	8	8	48	—
Attleboro, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Beverly, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Boston, . . . . .	.80	—	—	2 T	2 T	8	2—	40	2—
Brockton, . . . . .	.70	—	30.80	2 T	2 T	8	4	44	12
Clinton, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Fitchburg, . . . . .	.70	—	—	1½ T	2 T	8	4	44	12
Framingham, . . . . .	.70	5.60	28.00	3—	2 T	8	2—	40	2—
Gardner, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	3
Great Barrington, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Greenfield, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	—
Haverhill, . . . . .	—	5.50	—	2 T	2 T	8	2—	40	2—
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Holyoke (foremen), . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Lawrence, . . . . .	.80	6.40	32.00	2 T	2 T	8	2—	40	2—
Lenox, . . . . .	.75	6.00	33.00	4—	2 T	8	4	44	12
Lowell, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.70	—	—	1½ T	2 T	8	4	44	12
Marlborough, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
New Bedford, . . . . .	1.75	6.00	33.00	1½ T	2 T	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Newton, . . . . .	.75	6.00	30.00	2 T	2 T	8	2—	40	2—
North Adams, . . . . .	.68¾	5.46	30.03	2 T	2 T	8	4	44	12
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Plymouth, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Quincy, . . . . .	.80	6.40	35.20	2 T	2 T	8	4	44	12
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Taunton, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Worcester, . . . . .	.75	—	—	1½ T	2 T	8	4	44	12
Stonemasons.									
Athol, . . . . .	.60	4.80	28.80	1½ T	2 T	8	8	48	—
Attleboro, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Beverly, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Boston, . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Clinton, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Framingham, . . . . .	.65	5.20	28.60	3—	2 T	8	4	44	12
Great Barrington, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12

1 On Sept. 1, 1918, rate was increased to 80 cents an hour.

2 Work five days a week; no work on Saturday.

3 Saturday, 2 T; other overtime, 1½ T.

4 No work permitted between 5 and 6 p.m., except in cases of emergency; other overtime, 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bricklayers, Masons, and Plasterers — Con.</b>										
<i>Stonemasons — Con.</i>										
Haverhill, . . . . .	\$0.80	\$6.40	\$35.20	2 —	2 T	8	4	44	12	
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Holyoke (foremen), . . . . .	.80	—	—	2 T	2 T	8	4	44	12	
Lawrence, . . . . .	.80	6.40	35.20	1½ T	2 T	8	4	44	12	
Lenox, . . . . .	.75	6.00	33.00	3 —	2 T	8	4	44	12	
Malden, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Marlborough, . . . . .	.50	4.00	22.00	1½ T	1½ T	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
North Adams, . . . . .	.68¼	5.46	30.03	2 T	2 T	8	4	44	12	
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Plymouth, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Quincy, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Worcester, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
<b>Building Laborers and Hod Carriers.</b>										
<b>Boston:</b>										
Laborers, <sup>4</sup> . . . . .	.47½	—	—	—	—	8	8	48	—	
Masons' tenders, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—	
Plasterers' tenders, . . . . .	.60	—	—	6 —	2 T	8	6 —	40	6 —	
Scaffold builders, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—	
Brockton, . . . . .	.45	3.60	19.80	1½ T	2 T	8	4	44	12	
Easthampton, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Easthampton (stage builders), . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Great Barrington (masons' tenders), . . . . .	.43¾	3.50	19.25	—	—	8	4	44	12	
<b>Haverhill:</b>										
Brick carriers, . . . . .	.43¾	3.50	19.25	7 —	8 —	8	4	44	12	
Cement mixers and carriers, . . . . .	.43¾	3.50	19.25	7 —	8 —	8	4	44	12	
Mortar carriers, . . . . .	—	—	20.65	7 —	8 —	8	4	44	12	
Plaster carriers, . . . . .	.55	4.40	22.00	7 —	8 —	8	6 —	40	6 —	
Holyoke (hod carriers), <sup>9</sup> . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
<b>Lawrence:</b>										
Building laborers and hod carriers (Union A), . . . . .	.45	—	—	1½ T	1½ T	8	4	44	12	
Building laborers (Union B), . . . . .	.45	—	—	1½ T	2 T	8	4	44	12	
Concrete mixers (Union A), . . . . .	.45	—	—	1½ T	1½ T	8	4	44	12	
Diggers (Union A), . . . . .	.45	—	—	1½ T	1½ T	8	4	44	12	
Masons' tenders (Union A), . . . . .	.45	—	—	1½ T	1½ T	8	4	44	12	
Plasterers' tenders (Union A), . . . . .	.50	—	—	1½ T	1½ T	8	4	44	12	
Stage builders (Union A), . . . . .	.45	—	—	1½ T	1½ T	8	4	44	12	
<b>Lowell:</b>										
Building laborers and hod carriers, . . . . .	.60	—	—	2 T	2 T	8	4	44	12	
Masons' tenders, . . . . .	.63	—	—	2 T	2 T	8	4	44	12	
Plasterers' tenders, . . . . .	.63	—	—	2 T	2 T	8	4	44	12	
Stage builders, . . . . .	.60	—	—	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	—	

<sup>1</sup> Repairing old boilers, 2 T.<sup>2</sup> 1½ T for one hour, then 2 T.<sup>3</sup> No work permitted between 5 and 6 p.m., except in cases of emergency; other overtime, 2 T.<sup>4</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>5</sup> On Saturday, 1½ T; other overtime, 2 T.<sup>6</sup> Work five days a week; no work on Saturday.<sup>7</sup> No work on Saturday afternoon; other overtime, 1½ T.<sup>8</sup> No work on Labor Day; other holidays and Sundays, 2 T.<sup>9</sup> Includes stage builders, masons' tenders, and plasterers' tenders.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday			
<b>Building Laborers and Hod Carriers — Con.</b>										
Northampton:										
Building laborers and hod carriers, . . . . .	\$0.50	\$4.00	\$22.00	2 T	2 T	8	4	44	12	
Concrete mixers, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12	
Diggers, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12	
Masons' tenders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Plasterers' tenders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Stage builders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Salem, . . . . .	.50	—	—	2 T	2 T	8	4	44	12	
Springfield, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Springfield (shovelers), . . . . .	—	1 3.50	—	2	2 T	8	4	44	12	
Springfield (stage builders), . . . . .	.50	—	—	2 T	2 T	8	4	44	12	
Worcester:										
Brick carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Building laborers, <sup>3</sup> . . . . .	.40	—	—	2	3 2 T	8	4	44	12	
Hod carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Mortar carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Mortar mixers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Plasterers' tenders, <sup>3</sup> . . . . .	.55	—	—	2	3 2 T	8	4	44	12	
Staging builders, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
<b>Carpenters.</b>										
<i>Apprentices.</i>										
Braintree:										
First year, . . . . .	—	—	6.00	2 T	2 T	8	4	44	12	
Second year, . . . . .	—	—	8.00	2 T	2 T	8	4	44	12	
Third year, . . . . .	—	—	10.00	2 T	2 T	8	4	44	12	
Fourth year, . . . . .	—	—	14.00	2 T	2 T	8	4	44	12	
Bridgewater:										
First year, . . . . .	—	—	8.00	4	2 T	8	4	44	12	
Second year, . . . . .	—	—	10.00	4	2 T	8	4	44	12	
Third year, . . . . .	—	—	14.00	4	2 T	8	4	44	12	
Concord, . . . . .	.40	3.20	17.60	1½ T	2 T	8	4	44	12	
Fall River (Union A):										
First year, . . . . .	—	—	9.00	2 T	5	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T	5	8	4	44	12	
Third year, . . . . .	—	—	15.00	2 T	5	8	4	44	12	
Fourth year, . . . . .	—	—	18.00	2 T	5	8	4	44	12	
Haverhill:										
First year, . . . . .	—	—	9.00	2 T	2 T	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T	2 T	8	4	44	12	
Third year, . . . . .	—	—	16.50	2 T	2 T	8	4	44	12	
Fourth year, . . . . .	—	4.70	—	2 T	2 T	8	4	44	12	
Lawrence (German):										
First year, . . . . .	.28	2.24	12.32	2 T	2 T	8	4	44	12	
Second year, . . . . .	.42	3.36	18.48	2 T	2 T	8	4	44	12	
Third year, . . . . .	.63	5.04	27.72	2 T	2 T	8	4	44	12	
Lee:										
First year, . . . . .	—	2.00	—	1½ T	2 T	8	4	44	12	
Second year, . . . . .	—	2.50	—	1½ T	2 T	8	4	44	12	
Third year, . . . . .	—	3.00	—	1½ T	2 T	8	4	44	12	
Marlborough:										
First year, . . . . .	—	1.75	—	6	2 T	8	4	44	12	
Second year, . . . . .	—	2.25	—	6	2 T	8	4	44	12	
Third year, . . . . .	—	2.75	—	6	2 T	8	4	44	12	
Fourth year, . . . . .	—	3.25	—	6	2 T	8	4	44	12	

<sup>1</sup> When working in water or on concrete, \$3.75 a day.

<sup>2</sup> 2 T on Saturday afternoon; other overtime, 1½ T.

<sup>3</sup> Any member working out of town shall have all first-class transportation, board and room paid by contractor, and shall work all overtime, including Sundays and holidays, for 1½ T.

<sup>4</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>5</sup> No work on Labor Day; other holidays and Sundays, 2 T.

<sup>6</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.



TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Carpenters — Con.										
Apprentices — Con.										
Methuen:										
First year, . . . . .	\$0.28	—	—	2 T	2 T	8	4	44	12	
Second year, . . . . .	.42	—	—	2 T	2 T	8	4	44	12	
Third year, . . . . .	.52½	—	—	2 T	2 T	8	4	44	12	
Fourth year, . . . . .	.63	—	—	2 T	2 T	8	4	44	12	
Needham:										
First year, . . . . .	—	—	\$10.50	2 T	2 T	8	1—	40	1—	
Second year, . . . . .	—	—	15.00	2 T	2 T	8	1—	40	1—	
Third year, . . . . .	—	—	19.00	2 T	2 T	8	1—	40	1—	
Fourth year, . . . . .	—	—	22.00	2 T	2 T	8	1—	40	1—	
Waltham:										
First year, . . . . .	—	—	10.50	—	—	8	1—	40	1—	
Second year, . . . . .	—	—	15.00	—	—	8	1—	40	1—	
Third year, . . . . .	—	—	19.00	—	—	8	1—	40	1—	
Fourth year, . . . . .	—	—	22.00	—	—	8	1—	40	1—	
Ware, . . . . .	.35	\$2.80	15.40	1½ T	2 T	8	4	44	12	
Floorlayers.										
Boston:										
Floorlayers, . . . . .	.75	—	—	—	—	8	4	44	12	
New Bedford (French), . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
House Carpenters.										
Adams, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Amesbury, . . . . .	.50	—	22.00	—	—	8	4	44	12	
Arlington, . . . . .	—	5.20	28.60	1½ T	2 T	8	4	44	12	
Arlington (foremen), . . . . .	—	5.60	—	1½ T	2 T	8	4	44	12	
Athol, . . . . .	.45	3.60	21.60	1½ T	2 T	8	8	48	—	
Attleboro, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Beverly, . . . . .	.70	5.60	30.80	2 T	2—	8	4	44	12	
Boston, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Braintree, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Bridgewater, . . . . .	.65	5.20	28.60	3—	2 T	8	4	44	12	
Bridgewater (foremen), . . . . .	.71¼	5.70	31.35	3—	2 T	8	4	44	12	
Brockton, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Brockton (foremen), . . . . .	.76¼	6.10	33.55	2 T	2 T	8	4	44	12	
Brookline, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Cambridge, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Chatham, . . . . .	.50	4.00	24.00	1½ T	1½ T	8	8	48	—	
Chelsea, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Chelsea (Hebrew), . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Chicopee, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Concord, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Concord (foremen), . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Danvers, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Easthampton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Easton, . . . . .	.55	—	—	1½ T	2 T	8	4	44	12	
Easton (foremen), . . . . .	.61¼	4.90	26.95	1½ T	2 T	8	4	44	12	
Everett, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—	
Fall River, . . . . .	.62½	5.00	27.50	2 T	4½ T	8	4	44	12	
Fall River (foremen), . . . . .	.70	—	—	2 T	4½ T	8	4	44	12	
Fall River (foremen) (French), . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Fitchburg, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Franklin, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Gardner, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Gloucester, . . . . .	.70	5.60	30.80	2 T	2—	8	4	44	12	
Great Barrington, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Greenfield, . . . . .	.50	4.00	24.00	1½ T	2 T	8	8	48	—	
Haverhill, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	

¹ Work five days a week; no work on Saturday.

² Sundays and Labor Day, 3 T; other holidays, 2 T.

³ Before midnight, 1½ T; after midnight, 2 T.

⁴ No work on Labor Day.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Carpenters — Con.										
House Carpenters — Con.										
Haverhill (foremen),	—	\$5.70	—	2 T	2 T	8	4	44	12	
Hingham,	\$0.65	5.20	\$28.60	2 T	2 T	8	4	44	12	
Holyoke,	.65	—	—	2 T	2 T	8	4	44	12	
Hudson,	.60	4.80	<sup>1</sup> 28.80	1½ T	2 T	8	4	44	12	
Hull,	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Hull (foremen),	.85	—	—	2 T	2 T	8	4	44	12	
Lawrence,	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Lawrence (German),	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Lawrence (foremen) (German),	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Lee,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Lee (foremen),	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Leominster,	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Lowell,	.65	—	28.60	<sup>2</sup> 1½ T	2 T	8	4	44	12	
Lowell (foremen),	.75	—	—	<sup>2</sup> 1½ T	2 T	8	4	44	12	
Lynn,	.70	5.60	28.00	2 T	<sup>3</sup> —	8	<sup>4</sup> —	40	<sup>4</sup> —	
Malden,	.75	—	—	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Marblehead,	<sup>5</sup> .70	<sup>5</sup> 5.60	<sup>5</sup> 30.80	<sup>5</sup> 1½ T	<sup>5</sup> 3 T	<sup>6</sup> 8	<sup>6</sup> 4	<sup>6</sup> 44	<sup>6</sup> 12	
Marlborough,	.55	4.40	24.20	<sup>7</sup> —	2 T	8	4	44	12	
Marlborough (foremen),	.60	—	—	<sup>7</sup> —	2 T	8	4	44	12	
Maynard,	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Medford,	.75	—	—	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Melrose,	.65	5.20	28.60	1½ T	2 T	8	4	44	12	
Methuen,	.70	—	—	2 T	2 T	8	4	44	12	
Methuen (foremen),	.75	—	—	2 T	2 T	8	4	44	12	
Middleborough,	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Middleborough (foremen),	.68½	5.45	29.97	1½ T	2 T	8	4	44	12	
Milford,	.60	—	—	<sup>7</sup> —	<sup>7</sup> —	8	4	44	12	
Milton,	.75	—	—	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Natick,	.70	5.60	28.00	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Natick (foremen),	.75	6.00	30.00	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Needham,	.70	5.60	28.00	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Needham (foremen),	.80	6.40	32.00	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
New Bedford,	.70	—	—	2 T	2 T	8	4	44	12	
New Bedford (French),	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Newburyport,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
North Adams,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
North Adams (foremen),	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Northampton,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Northampton (foremen),	.55	—	—	1½ T	2 T	8	4	44	12	
North Attleborough,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Norwood,	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Palmer,	.55	—	—	<sup>7</sup> —	2 T	8	4	44	12	
Pittsfield,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Plymouth,	.60	4.80	26.40	<sup>8</sup> —	2 T	8	4	44	12	
Quincy,	.70	5.60	28.00	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Quincy (foremen),	<sup>7</sup> .76¼	6.10	30.50	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
Reading,	.90	7.20	36.00	2 T	2 T	8	4	44	12	
Reading (foremen),	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Revere,	.65	5.20	28.60	—	—	8	4	44	12	
Rockland,	.75	—	—	2 T	2 T	8	<sup>4</sup> —	40	<sup>4</sup> —	
	.65	5.20	28.60	2 T	2 T	8	4	44	12	

<sup>1</sup> Work 44 hours; paid for 48.<sup>2</sup> Saturday afternoon, 1 to 5 P.M., 2 T.<sup>3</sup> On Saturday afternoon and Labor Day, require a permit to work. On Labor Day, 3 T; on other holidays and Sundays, 2 T.<sup>4</sup> Work five days a week; no work on Saturday.<sup>5</sup> The rate for members doing aeroplane and ship work is 45 cents an hour, \$4.05 a day, \$22.50 a week, with 1½ T for overtime and 2 T for Sunday and holiday work.<sup>6</sup> The men working on aeroplane and ship work, work 9 hours for five days of week, five hours on Saturday, 50 hours a week.<sup>7</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>8</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday		
Carpenters — Con.									
House Carpenters — Con.									
Salem (French), . . . . .	\$0.70	\$5.60	\$30.80	2 T	3 T	8	4	44	12
Salem (French) (foremen), . . . . .	.80	6.40	35.20	2 T	3 T	8	4	44	12
Scituate, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Somerville, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—
Southbridge, . . . . .	.65	5.20	28.60	1½ T	2 T	8	4	44	12
Springfield, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Stoneham, . . . . .	.65	5.20	28.60	2 T	2—	8	4	44	12
Stoughton, . . . . .	.56¼	4.50	24.75	1½ T	2 T	8	4	44	12
Stoughton (foremen), . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Taunton, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Taunton (foremen), . . . . .	.65 .70	— —	— —	1½ T	2 T	8	4	44	12
Wakefield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Walpole, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Waltham, . . . . .	.70	5.60	28.00	2 T	2 T	8	1—	40	1—
Waltham (foremen), . . . . .	.80	6.40	32.00	2 T	2 T	8	1—	40	1—
Ware, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Ware (foremen), . . . . .	.65	5.20	28.60	1½ T	2 T	8	4	44	12
Wenham, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Westborough, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Westborough (foremen), . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Whitman, . . . . .	.60	—	—	4—	2 T	8	4	44	12
Williamstown, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Winchester, . . . . .	.65	5.20	28.60	5 2 T	2—	8	4	44	12
Winchester (foremen), . . . . .	.70	5.60	30.80	5 2 T	2—	8	4	44	12
Winthrop, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—
Woburn, . . . . .	.65	—	—	1½ T	2—	8	4	44	12
Worcester, . . . . .	.62½	—	—	7—	2 T	8	4	44	12
Stairbuilders.									
Boston, . . . . .	.75	—	—	2 T	2 T	8	1—	40	1—
Wharf and Bridge Carpenters.									
Boston:									
Bridge, scow, or lighter work, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Foremen, <sup>8</sup> . . . . .	.81¼	—	—	2 T	2 T	8	4	44	12
Land machine or pile driver work, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Cement and Artificial Stone Workers.									
Finishers.									
Boston, . . . . .	—	6.00	—	9—	2 T	8	4	44	12
Boston (foremen), . . . . .	—	6.80	—	9—	2 T	8	4	44	12
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Finishers' Apprentices.									
Boston:									
First year, . . . . .	.45	—	—	9—	2 T	8	4	44	12
Second year, . . . . .	.50	—	—	9—	2 T	8	4	44	12
Third year, . . . . .	.55	—	—	9—	2 T	8	4	44	12
Terrazzo Workers.									
Boston, . . . . .	—	6.00	—	9—	2 T	8	4	44	12

<sup>1</sup> Work five days a week; no work on Saturday.<sup>2</sup> Labor Day, 3 T; on other holidays and Sundays, 2 T.<sup>3</sup> On Labor Day, 3 T.<sup>4</sup> On Saturday afternoon, 1½ T; other overtime, 2 T.<sup>5</sup> No work done on Saturday afternoon except in case of danger to life or property.<sup>6</sup> On Sept. 1, 1918, rate was increased to 65 cents an hour.<sup>7</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>8</sup> All carfares in excess of 10 cents to be paid by employer.<sup>9</sup> 1½ T except on Saturday P.M., when 2 T is paid.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men).</b>									
<i>Apprentices (Year not specified).</i>									
Boston, . . . . .	\$0.42½	—	—	2 T	2 T	8	4	44	12
<i>Apprentices, First Year.</i>									
Lynn, . . . . .	.25	—	—	2 T	2 T	8	4	44	12
New Bedford, . . . . .	—	—	\$9.00	2 T	2 T	8	4	44	12
<i>Apprentices, Second Year.</i>									
Haverhill, . . . . .	—	—	9.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	.25	—	—	2 T	2 T	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill, . . . . .	—	—	13.50	2 T	2 T	8	4	44	12
Lynn, . . . . .	.40	—	—	2 T	2 T	8	4	44	12
<i>Apprentices, Fourth Year.</i>									
Haverhill, . . . . .	—	—	15.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	.40	—	—	2 T	2 T	8	4	44	12
<i>Fixture Hangers.</i>									
Boston, . . . . .	1.65	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.65	—	—	2—	2 T	8	4	44	12
Hingham, . . . . .	.55	\$4.40	—	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.50	—	—	3—	2 T	8	4	44	12
Lynn, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Springfield, . . . . .	.65	—	—	4—	2 T	8	4	44	12
<i>Wiremen.</i>									
Boston, . . . . .	.77½	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2—	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Hingham, . . . . .	.55	4.40	—	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.50	—	—	3—	2 T	8	4	44	12
Lawrence, . . . . .	.70	—	—	5—	6—	8	4	44	12
Lowell, . . . . .	.50	4.00	22.00	7—	2 T	8	4	44	12
Lynn, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.50	—	—	8—	2 T	8	4	44	12
Springfield, . . . . .	9.65	—	—	4—	2 T	8	4	44	12
Taunton, . . . . .	—	3.28	—	10—	1½ T	8	8	48	3
Worcester, . . . . .	.55	—	—	11—	2 T	8	4	44	12
<i>Wiremen's Helpers.</i>									
Boston:									
First year, . . . . .	.22½	—	—	2 T	2 T	8	4	44	12
Second year, . . . . .	.30	—	—	2 T	2 T	8	4	44	12
Third year, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12
Brockton:									
First year, . . . . .	.35	—	—	2—	2 T	8	4	44	12
Second year, . . . . .	.40	—	—	2—	2 T	8	4	44	12
Third year, . . . . .	.45	—	—	2—	2 T	8	4	44	12
Fourth year, . . . . .	.65	—	—	2—	2 T	8	4	44	12

1 August 1, 1918, rate was increased to 75 cents.

2 Between 5 P.M. and 10 P.M., 1½ T; between 10 P.M. and 8 A.M., and on Saturday after 12 noon, 2 T.

3 Saturday afternoon, regular rate; other overtime, 1½ T.

4 Before 9 P.M., 1½ T; after 9 P.M. and on Saturday afternoon, 2 T.

5 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

6 Sundays, 1½ T; holidays, 2 T.

7 Before midnight and on Saturday afternoon, 1½ T; after midnight, 2 T.

8 Before 8 P.M., 1½ T; after 8 P.M., 2 T.

9 On September 1, 1918, rate was increased to 70 cents per hour.

10 Saturday afternoon, 1½ T; other overtime, 2 T.

11 Before 7 P.M., 1½ T; after 7 P.M. and on Saturday afternoon, 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday.	Saturday		
<b>Electrical Workers (Inside-men) — Con.</b>									
<i>Wiremen's Helpers — Con.</i>									
Holyoke:									
After two years, . . .	\$0.30	—	—	1 —	2 T	8	4	44	12
Lynn:									
First two years, . . .	.25	—	—	2 T	2 T	8	4	44	12
After two years, . . .	.40	—	—	2 T	2 T	8	4	44	12
New Bedford:									
First year, . . .	.30	—	—	2 T	2 T	8	4	44	12
Second year, . . .	.35	—	—	2 T	2 T	8	4	44	12
Third year, . . .	.40	—	—	2 T	2 T	8	4	44	12
Pittsfield:									
Second year, . . .	.25	—	—	2 —	2 T	8	4	44	12
Third year, . . .	.30	—	—	2 —	2 T	8	4	44	12
Fourth year, . . .	.35	—	—	2 —	2 T	8	4	44	12
Springfield:									
First two years, . . .	.28½	—	—	3 —	2 T	8	4	44	12
After two years, . . .	.31	—	—	3 —	2 T	8	4	44	12
Taunton, . . .	—	\$2.00	—	4 —	2 T	8	8	48	3
Worcester, . . .	.28½	—	—	5 —	2 T	8	4	44	12
<b>Elevator Constructors.</b>									
<i>Helpers.</i>									
Boston, . . .	.50	—	—	2 T	2 T	8	4	44	12
Springfield, . . .	.44½	3.56	—	2 T	2 T	8	4	44	12
Worcester, . . .	—	3.56	—	—	—	8	4	44	12
<i>Mechanics.</i>									
Boston, . . .	.75	—	—	2 T	2 T	8	4	44	12
Springfield, . . .	.65½	5.25	—	2 T	2 T	8	4	44	12
Worcester, . . .	—	5.25	—	—	—	8	4	44	12
<b>Hoisting and Portable Engineers.</b>									
Boston:									
Hoisting and portable engineers, . . .	6 —	—	\$33.00	2 T	2 T	8	4	44	12
Hoisting and portable engineers (three shifts), . . .	—	—	42.00	2 T	2 T	8	8	56	—
Steam shovel engineers, . . .	—	—	40.00	2 T	2 T	8	4	44	12
Brockton:									
Hoisting and portable engineers, . . .	—	—	27.50	2 T	2 T	8	4	44	12
Steam shovel engineers, . . .	—	—	40.00	2 T	2 T	8	8	48	—
Lowell:									
Hoisting and portable engineers, . . .	—	—	33.00	2 T	2 T	8	4	44	12
Salem:									
Hoisting and portable engineers, . . .	7 —	—	33.00	2 T	2 T	8	4	44	12
Steam shovel engineers, . . .	—	—	40.00	2 T	2 T	8	4	44	12
Springfield:									
Hoisting and portable engineers, . . .	7 —	—	33.00	2 T	2 T	8	4	44	12
Hoisting and portable engineers (three shifts), . . .	—	—	42.00	—	—	8	8	56	—
Steam shovel engineers, . . .	—	—	40.00	2 T	2 T	8	4	44	12
Worcester:									
Hoisting and portable engineers, . . .	7 —	—	33.00	2 T	2 T	8	4	44	12

<sup>1</sup> Saturday afternoon, regular rate; other overtime, 1½ T.

<sup>2</sup> Before 8 P.M., 1½ T; after 8 P.M., 2 T.

<sup>3</sup> Before 9 P.M., 1½ T; after 9 P.M. and on Saturday afternoon, 2 T.

<sup>4</sup> Saturday afternoon, 1½ T; other overtime, 2 T.

<sup>5</sup> Before 7 P.M., 1½ T; after 7 P.M. and on Saturday afternoon, 2 T.

<sup>6</sup> Broken time rate, 75 cents an hour.

<sup>7</sup> Broken time rate, \$1 an hour.



TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Insulators and Asbestos Workers.</b>										
Boston:										
Asbestos workers, . . . .	\$0.62½	—	—	2 T	2 T	8	4	44	12	
Improvers, . . . .	.37½	—	—	2 T	2 T	8	4	44	12	
Holyoke:										
Insulators and asbestos workers, . . . .	.62½	—	—	2 T	2 T	8	4	44	12	
Insulators and asbestos workers (helpers), . . . .	—	\$3.00	—	2 T	2 T	8	4	44	12	
Springfield:										
Insulators and asbestos workers, . . . .	.62½	—	—	2 T	2 T	8	4	44	12	
Insulators and asbestos workers (helpers), . . . .	—	3.00	—	2 T	2 T	8	4	44	12	
<b>Iron Workers, Bridge and Structural.</b>										
Boston:										
Apprentices, . . . .	.42	—	—	2 T	2 T	8	4	44	12	
Foremen, . . . .	.90	—	—	2 T	2 T	8	4	44	12	
Helpers, . . . .	.55	—	—	2 T	2 T	8	4	44	12	
Housesmiths, . . . .	.80	—	—	2 T	2 T	8	4	44	12	
Worcester:										
Apprentices, . . . .	.42	—	—	2 T	2 T	8	4	44	12	
Foremen, . . . .	.90	—	—	2 T	2 T	8	4	44	12	
Helpers, . . . .	.55	—	—	2 T	2 T	8	4	44	12	
Housesmiths and bridge-men, . . . .	.80	—	—	2 T	2 T	8	4	44	12	
<b>Lathers, Wood, Wire, and Metal.</b>										
Boston, lathers, . . . .	.75	6.00	—	2 T	2 T	8	1—	40	1—	
Brockton, . . . .	.65	5.20	—	2 T	2 T	8	4	44	12	
Fall River, . . . .	.60	4.80	—	—	—	8	4	44	12	
Holyoke (wood lathers), . . . .	.56¼	4.50	\$24.75	2 T	2 T	8	4	44	12	
Lawrence, . . . .	—	4.25	—	2—	2 T	8	4	44	12	
Lowell (contractors), . . . .	—	5.00	—	1½ T	2 T	8	4	44	12	
Lowell (journeymen), . . . .	—	4.50	—	1½ T	2 T	8	4	44	12	
Lynn (first class), . . . .	.65	5.20	26.00	1½ T	2 T	8	1—	40	1—	
Lynn (second class), . . . .	.60	4.80	24.00	1½ T	2 T	8	1—	40	1—	
Northampton, . . . .	.50	—	—	1½ T	2 T	8	4	44	12	
Quincy, . . . .	.72½	5.80	31.90	6—	2 T	8	4	44	12	
Salem (metal and wire), . . . .	—	5.50	—	2 T	2 T	8	4	44	12	
Salem (foremen), . . . .	—	5.75	—	2 T	2 T	8	4	44	12	
Springfield (metal and wire), . . . .	.62½	5.00	—	2 T	2 T	8	4	44	12	
Springfield (wood), . . . .	.60	4.80	—	2 T	2 T	8	4	44	12	
Worcester, . . . .	.62½	—	—	2 T	2 T	8	4	44	12	
<b>Painters, Decorators, and Paperhangers.</b>										
<i>Apprentices.</i>										
Brockton:										
First year, . . . .	—	—	9.00	2 T	6—	8	7—	40	7—	
Second year, . . . .	—	—	12.00	2 T	6—	8	7—	40	7—	
Third year, . . . .	—	—	15.00	2 T	6—	8	7—	40	7—	

<sup>1</sup> Work five days a week; no work on Saturday.<sup>2</sup> Before 9 P.M., 1½ T; 2 T thereafter.<sup>3</sup> On September 1, 1918, rate was increased to \$6 a day.<sup>4</sup> On September 1, 1918, rate was increased to \$5.50 a day.<sup>5</sup> 1½ T except on Saturday afternoon, when 2 T is paid.<sup>6</sup> No work on Labor Day; on other holidays and Sundays, 2 T.<sup>7</sup> No work on Saturday; work 5 days a week.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Painters, Decorators, and Paperhangers — Con.										
Decorators.										
Boston (Hyde Park), . . . . .	\$0.55	\$4.40	\$24.20	2 T	2 T	8	4	44	12	
Brockton, . . . . .	.62½	—	25.00	2 T	1—	8	2—	40	2—	
Chelsea, . . . . .	—	6.00	—	2 T	2 T	8	2—	40	2—	
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Easton, . . . . .	.41	—	—	—	—	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	3—	2 T	8	4	44	12	
Gardner, . . . . .	4.45½	4 3.64	4 20.02	1½ T	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	6—	2 T	8	4	44	12	
Great Barrington, . . . . .	.50	—	—	6—	2 T	8	4	44	12	
Haverhill, . . . . .	.55	—	24.20	7—	2 T	8	4	44	12	
Holyoke, . . . . .	.60	—	—	8—	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	2—	40	2—	
Malden, . . . . .	.80	6.40	32.00	2 T	2 T	8	2—	40	2—	
Marlborough, . . . . .	.45½	3.64	20.02	6—	2 T	8	4	44	12	
Medford, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Newburyport, . . . . .	.50	4.00	22.00	9—	2 T	8	4	44	12	
North Adams, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Springfield, . . . . .	.60	—	—	10—	1—	8	4	44	12	
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Westborough, . . . . .	—	3.75	—	1½ T	1—	8	8	48	—	
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Worcester, . . . . .	.62½	—	—	11—	2 T	8	4	44	12	
Grainers.										
Brockton, . . . . .	.80	6.40	30.00	1½ T	1—	8	2—	40	2—	
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	3—	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	6—	2 T	8	4	44	12	
Great Barrington, . . . . .	.50	—	—	6—	2 T	8	4	44	12	
Holyoke, . . . . .	.60	—	—	8—	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	2—	40	2—	
Malden, . . . . .	.55	4.40	22.00	2 T	2 T	8	2—	40	2—	
Newburyport, . . . . .	.50	4.00	22.00	9—	2 T	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Westborough, . . . . .	—	3.75	—	1½ T	1—	8	8	48	—	
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Hardwood Finishers.										
Boston, . . . . .	.45	—	—	2 T	2 T	8½	4½	48	12	
Brockton, . . . . .	.62½	—	25.00	2 T	1—	8	2—	40	2—	
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	

<sup>1</sup> No work on Labor Day; on other holidays and Sundays, 2 T.

<sup>2</sup> No work on Saturday; work 5 days a week.

<sup>3</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.

<sup>4</sup> On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.

<sup>5</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>6</sup> No work on Saturday afternoon; other overtime, 2 T.

<sup>7</sup> Saturday afternoon, 2 T; other overtime, 1½ T.

<sup>8</sup> Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

<sup>9</sup> Before 7.30 P.M., 1½ T; after 7.30 P.M. 2 T.

<sup>10</sup> No work between 6 A.M. and 8 A.M., nor on Saturday afternoon between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.

<sup>11</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Painters, Decorators, and Paperhangers—Con.</b>										
<i>Hardwood Finishers—Con.</i>										
Dalton, . . . . .	\$0.50	\$4.00	\$22.00	1½ T	2 T	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	1	2 T	8	4	44	12	
Gardner, . . . . .	2.45½	2 3.64	2 20.02	1½ T	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	8	2 T	8	4	44	12	
Great Barrington, . . . . .	.50	—	—	4	2 T	8	4	44	12	
Haverhill, . . . . .	.55	—	24.20	6	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	6	40	6	
Malden, . . . . .	.55	4.40	22.00	2 T	2 T	8	6	40	6	
<i>Painters.</i>										
Amherst, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Beverly, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Boston, . . . . .	.75	—	—	2 T	2 T	8	4	44	12	
Boston (glaziers), . . . . .	—	—	21.00	2 T	2 T	8	4	44	12	
Boston (Hyde Park), . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Brockton, . . . . .	.62½	—	25.00	1½ T	7	8	6	40	6	
Brookline, . . . . .	.75	—	—	2 T	2 T	8	6	40	6	
Chelsea, . . . . .	—	5.00	—	2 T	2 T	8	6	40	6	
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Clinton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Easton, . . . . .	.41	—	—	—	—	8	4	44	12	
Fall River, . . . . .	.55	4.40	24.20	1	2 T	8	4	44	12	
Fitchburg, . . . . .	.50	—	—	1½ T	2 T	8	4	44	12	
Frammingham, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Gardner, . . . . .	2.45½	2 3.64	2 20.02	1½ T	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	8	2 T	8	4	44	12	
Great Barrington, . . . . .	.50	—	—	4	2 T	8	4	44	12	
Greenfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Haverhill, . . . . .	.55	—	24.20	6	2 T	8	4	44	12	
Haverhill (glaziers), . . . . .	.55	—	24.20	8	2 T	8	4	44	12	
Holyoke, . . . . .	.60	—	—	8	2 T	8	4	44	12	
Lawrence, . . . . .	.60	—	—	8	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lowell, . . . . .	.55	—	—	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	6	40	6	
Lynn (glaziers), . . . . .	.60	—	—	2 T	2 T	8	6	40	6	
Malden, . . . . .	.55	4.40	22.00	2 T	2 T	8	6	40	6	
Manchester, . . . . .	.55	4.40	24.20	—	—	8	4	44	12	
Marlborough, . . . . .	.45½	3.64	20.02	8	2 T	8	4	44	12	
Medford, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Melrose, . . . . .	.50	4.00	22.00	1½ T	—	8	4	44	12	
Milford, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Natick, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	.50	4.00	22.00	4	7	8	4	44	12	
Newburyport, . . . . .	.50	4.00	22.00	9	2 T	8	4	44	12	
Newton, . . . . .	.57½	4.60	23.00	2 T	7	8	6	40	6	
Northampton, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Norwood, . . . . .	.55	—	—	2 T	2 T	8	4	44	12	
Palmer, . . . . .	.55	—	—	8	2 T	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Quincy, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	

1 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

2 On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.

3 Before midnight, 1½ T; after midnight, 2 T.

4 No work on Saturday afternoon; other overtime, 2 T.

5 Saturday afternoon, 2 T; other overtime, 1½ T.

6 No work on Saturday; work 5 days a week.

7 No work on Labor Day; on other holidays and Sundays, 2 T.

8 Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

9 Before 7.30 P.M., 1½ T; after 7.30 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sund-ays and Holi- days	Mon- day to Fri- day	Sat- ursday			
Painters, Decorators, and Paperhangers — Con.										
Painters — Con.										
Rockland, . . . . .	\$0.50	\$4.00	\$22.00	1 -	2 -	8	4	44	12	
Salem, . . . . .	.55	-	-	2 T	2 T	8	4	44	12	
Somerville, . . . . .	\$.62½	5 00	25.00	2 T	2 T	8	4 -	40	4 -	
Springfield, . . . . .	.60	-	-	5 -	2 -	8	4	44	12	
Taunton, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Waltham, . . . . .	.57½	4.60	23.00	2 T	2 T	8	4 -	40	4 -	
Westborough, . . . . .	-	3.75	-	1½ T	2 -	8	8	48	-	
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Williamstown, . . . . .	-	3.56	-	1½ T	2 T	8	4	44	12	
Winchester, . . . . .	.50	-	-	1½ T	2 T	8	4	44	12	
Winthrop, . . . . .	.56¾	4.54½	25.00	2 T	2 T	8	4	44	12	
Worcester, . . . . .	.62½	-	-	6 -	2 T	8	4	44	12	
Paperhangers.										
Amherst, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Boston, . . . . .	.80	-	-	2 T	2 T	8	4 -	40	4 -	
Brockton, . . . . .	.75	-	30.00	2 T	2 -	8	4 -	40	4 -	
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Easton, . . . . .	.41	-	-	-	-	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	7 -	2 T	8	4	44	12	
Gardner, . . . . .	\$.45½	3.64	20.02	1½ T	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	9 -	2 T	8	4	44	12	
Great Barrington, . . . . .	.50	-	-	1 -	2 T	8	4	44	12	
Greenfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Holyoke, . . . . .	.60	-	-	10 -	2 T	8	4	44	12	
Lawrence, . . . . .	.62½	-	-	9 -	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lowell, . . . . .	.55	-	-	1½ T	2 T	8	4	44	12	
Manchester, . . . . .	.55	4.40	24.20	-	-	8	4	44	12	
Milford, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Newburyport, . . . . .	.50	4.00	22.00	11 -	2 T	8	4	44	12	
Norwood, . . . . .	.55	-	-	2 T	2 T	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12	
Rockland, . . . . .	.56¼	4.50	24.75	1 -	2 -	8	4	44	12	
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Westborough, . . . . .	-	3.75	-	1½ T	2 -	8	8	48	-	
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Worcester, . . . . .	.62½	-	-	6 -	6 -	8	4	44	12	
Sign Writers.										
Boston:										
Advertising work, . . . . .	-	6.00	-	1 -	2 -	8	4	44	12	
Commercial work, . . . . .	-	5.50	-	1 -	2 -	8	4	44	12	
Helpers, . . . . .	-	4.00	-	1 -	2 -	8	4	44	12	
Pictorial painters, . . . . .	-	7.00	-	1 -	2 -	8	4	44	12	
Chelsea, . . . . .	-	6.50	-	2 T	2 T	8	4 -	40	4 -	

1 No work on Saturday afternoon; other overtime, 2 T.

2 No work on Labor Day; on other holidays and Sundays, 2 T.

3 Rates and hours effective on September 1, 1918.

4 No work on Saturday; work 5 days a week.

5 No work between 6 A.M. and 8 A.M., nor on Saturday afternoon between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.

6 Before 9 P.M., 1½ T; after 9 P.M., 2 T.

7 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

8 On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.

9 Before midnight, 1½ T; after midnight, 2 T.

10 Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

11 Before 7.30 P.M., 1½ T; after 7.30 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Sign Writers — Con.</i>										
Chicopee, . . . . .	\$0.65	\$5.20	\$28.60	1½ T	2 T	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	1 -	2 T	8	4	44	12	
Gloucester, . . . . .	.60	4.80	26.40	2 -	2 T	8	4	44	12	
Holyoke, . . . . .	.60	-	-	3 -	2 T	8	4	44	12	
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	4	40	4 -	
Springfield, . . . . .	.60	-	-	5 -	6 -	8	4	44	12	
Worcester, . . . . .	.62½	-	-	7 -	2 T	8	4	44	12	
<b>Plumbers and Pipe Fitters.</b>										
<i>Gas Fitters.</i>										
Boston, . . . . .	-	5.60	-	2 T	2 T	8	4	44	12	
Brockton, . . . . .	-	5.00	-	2 T	2 T	8	4	44	12	
Gloucester, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Haverhill, . . . . .	.65	-	-	8 -	2 T	8	4	44	12	
Holyoke, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Lowell, . . . . .	.75	-	-	2 T	2 T	8	4	44	12	
Lynn, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Milford, . . . . .	.55	4.40	24.20	9 -	2 T	8	4	44	12	
North Adams, . . . . .	-	4.00	-	2 -	2 T	8	8	48	-	
Northampton, <sup>10</sup> . . . . .	.60	4.80	26.40	11 -	2 T	8	4	44	12	
Pittsfield, . . . . .	-	-	21.00	7 -	2 T	8	4	44	12	
Quincy, . . . . .	-	5.50	-	2 T	2 T	8	4	44	12	
Southbridge, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
Worcester, . . . . .	-	-	22.00	2 T	2 T	8	4	44	12	
<i>Gas Fitters' Helpers.</i>										
Brockton, . . . . .	-	3.00	-	2 T	2 T	8	4	44	12	
Lynn, . . . . .	-	3.50	-	2 T	2 T	8	4	44	12	
<i>Plumbers.</i>										
Boston, . . . . .	.75	6.00	-	12 -	2 T	8	4	44	12	
Brockton, . . . . .	.72½	5.80	31.90	2 T	2 T	8	4	44	12	
Fall River, . . . . .	.67½	5.40	29.70	2 T	2 T	8	4	44	12	
Fitchburg, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
Gloucester, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Greenfield, . . . . .	-	5.00	-	1½ T	2 T	8	8	48	-	
Haverhill, . . . . .	.65	-	-	8 -	2 T	8	4	44	12	
Holyoke, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Lawrence, . . . . .	-	5.60	39.80	2 T	2 T	8	4	44	12	
Lenox, . . . . .	-	4.50	-	1½ T	2 T	8	4	44	12	
Lowell, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Lynn, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Malden, . . . . .	-	5.00	27.50	2 T	2 T	8	4	44	12	
Milford, . . . . .	.55	4.40	24.20	9 -	2 T	8	4	44	12	

1 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

2 Before midnight, 1½ T; after midnight, 2 T.

3 Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

4 No work on Saturday; work 5 days a week.

5 No work between 6 A.M. and 8 A.M., nor on Saturday between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.

6 No work on Labor Day; on other holidays and Sundays, 2 T.

7 Before 9 P.M., 1½ T; after 9 P.M., 2 T.

8 For first hour and a half, 1½ T; 2 T thereafter.

9 Before midnight, 1½ T; after midnight and on Saturday afternoon, 2 T.

10 Same rates apply in Amherst and Easthampton.

11 For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1½ T.

12 2 T except on Saturday afternoon when regular rate is paid for emergency work.



TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday			
Plumbers and Pipe Fitters — Con.										
Plumbers — Con.										
Natick, . . . . .	\$0.62½	\$5.00	\$27.50	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	.62½	—	—	1—	2 T	8	4	44	12	
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
North Adams, . . . . .	—	4.00	—	2—	2 T	8	8	48	—	
Northampton, <sup>3</sup> . . . . .	.60	4.80	26.40	4—	2 T	8	4	44	12	
Pittsfield, . . . . .	—	—	21.00	1—	2 T	8	4	44	12	
Quincy, . . . . .	—	5.50	—	2 T	2 T	8	4	44	12	
Salem, . . . . .	.67½	—	—	6—	2 T	8	4	44	12	
Southbridge, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Springfield, . . . . .	—	—	30.00	2 T	2 T	8	4	44	12	
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
Waltham, . . . . .	.65½	5.25	28.88	2 T	<sup>6</sup> 2 T	8	4	44	12	
Westfield, . . . . .	—	—	27.50	1½ T	2 T	8	4	44	12	
Woburn, . . . . .	.68¾	5.50	30.25	2 T	2 T	8	4	44	12	
Worcester, . . . . .	—	5.25	28.88	2 T	2 T	8	4	44	12	
Plumbers' Apprentices.										
Brockton: . . . . .	—	—	7.50	2 T	2 T	8	4	44	12	
First year, . . . . .	—	—	9.00	2 T	2 T	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T	2 T	8	4	44	12	
Third year, . . . . .	—	3.80	—	2 T	2 T	8	4	44	12	
Holyoke (fourth year), . . . . .	.56¼	4.50	24.75	2 T	2 T	8	4	44	12	
Lynn, . . . . .	—	—	—	2 T	2 T	8	4	44	12	
Waltham: . . . . .	—	1.00	—	2 T	<sup>6</sup> 2 T	8	4	44	12	
First year, . . . . .	—	1.25	—	2 T	<sup>6</sup> 2 T	8	4	44	12	
Second year, . . . . .	—	—	9.00	2 T	<sup>6</sup> 2 T	8	4	44	12	
Third year, . . . . .	—	—	—	2 T	2 T	8	4	44	12	
Plumbers, Junior.										
Brockton, . . . . .	.66¼	5.30	29.15	2 T	2 T	8	4	44	12	
Haverhill (second year), . . . . .	—	—	21.00	7—	2 T	8	4	44	12	
Holyoke, . . . . .	—	3.80	—	2 T	2 T	8	4	44	12	
Lawrence, . . . . .	—	—	24.00	2 T	2 T	8	4	44	12	
Lowell, . . . . .	.43¾	3.50	19.25	2 T	2 T	8	4	44	12	
Lynn, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	—	3.50	—	1—	2 T	8	4	44	12	
Newton: . . . . .	—	—	—	—	—	—	—	—	—	
First year, . . . . .	.52½	4.20	23.10	2 T	2 T	8	4	44	12	
Second year, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Third year, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Wakefield, . . . . .	.56¼	4.50	24.75	2 T	2 T	8	4	44	12	
Waltham: . . . . .	—	—	—	—	—	—	—	—	—	
First year, . . . . .	—	4.00	—	2 T	<sup>6</sup> 2 T	8	4	44	12	
Second year, . . . . .	—	5.00	—	2 T	<sup>6</sup> 2 T	8	4	44	12	
Third year, . . . . .	—	5.25	—	2 T	<sup>6</sup> 2 T	8	4	44	12	
Sprinkler Fitters.										
Boston, . . . . .	.68¾	5.50	30.25	2 T	2 T	8	4	44	12	
Brockton, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12	
Brockton (helpers), . . . . .	—	3.00	—	2 T	2 T	8	4	44	12	
Steam Fitters.										
Boston, . . . . .	—	6.00	—	2 T	2 T	8	4	44	12	
Brockton, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Fitchburg, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	

<sup>1</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>2</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>3</sup> Same rates apply in Amherst and Easthampton.<sup>4</sup> For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1½ T.<sup>6</sup> After 6 P.M. and on Saturday afternoon from 12 to 6 P.M., 2 T; other overtime, 1½ T.<sup>6</sup> No work on Labor Day.<sup>7</sup> For first hour and a half, 1½ T; 2 T thereafter.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Plumbers and Pipe Fitters</b>									
— Con.									
<i>Steam Fitters — Con.</i>									
Gloucester, . . . . .	\$0.65	\$5.20	\$28.60	2 T	2 T	8	4	44	12
Greenfield, . . . . .	—	5.00	—	1½ T	2 T	8	8	48	—
Haverhill, . . . . .	.65	—	—	1—	2 T	8	4	44	12
Haverhill:									
Apprentices (after six months), . . . . .	—	—	18.00	1—	2 T	8	4	44	12
Holyoke, . . . . .	.64	—	28.16	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	5.60	30.80	2 T	2 T	8	4	44	12
Lowell, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Milford, . . . . .	.55	4.40	24.20	2—	2 T	8	4	44	12
New Bedford, . . . . .	.68¾	5.50	30.25	2 T	2 T	8	4	44	12
North Adams, . . . . .	—	4.00	—	3—	2 T	8	8	48	—
Northampton, <sup>4</sup> . . . . .	.60	4.80	26.40	5—	2 T	8	4	44	12
Pittsfield, . . . . .	—	—	21.00	6—	2 T	8	4	44	12
Quincy, . . . . .	—	5.50	—	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	28.00	2 T	2 T	8	4	44	12
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Waltham, . . . . .	.65½	5.25	28.88	2 T	7 2 T	8	4	44	12
Woburn, . . . . .	.68¾	5.50	30.25	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	—	24.50	2 T	2 T	8	4	44	12
<i>Steam Fitters' Helpers.</i>									
Boston, . . . . .	—	3.76	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	—	3.00	—	2 T	2 T	8	4	44	12
Fall River (first year), . . . . .	.30	2.40	13.20	2 T	2 T	8	4	44	12
Fall River (second year), . . . . .	.33¼	2.70	14.85	2 T	2 T	8	4	44	12
Holyoke (first six months), . . . . .	.37½	—	16.50	2 T	2 T	8	4	44	12
Holyoke (after six months), . . . . .	.41	—	18.04	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	—	18.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	—	3.50	—	2 T	2 T	8	4	44	12
Malden, . . . . .	—	2.50	13.75	2 T	2 T	8	4	44	12
New Bedford (first year), . . . . .	.31¼	2.50	13.75	2 T	2 T	8	4	44	12
New Bedford (after first year), . . . . .	.37½	3.00	16.50	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00 } 18.00 }	2 T	2 T	8	4	44	12
Taunton, . . . . .	.30	2.40	13.20	2 T	2 T	8	4	44	12
Waltham:									
First year, . . . . .	—	1.50	—	2 T	7 2 T	8	4	44	12
Second year, . . . . .	—	1.75	—	2 T	7 2 T	8	4	44	12
Third year, . . . . .	—	2.00	—	2 T	7 2 T	8	4	44	12
Worcester, . . . . .	—	—	15.00	2 T	2 T	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Holyoke, . . . . .	.55	—	24.20	2 T	2 T	8	4	44	12
Lawrence (fourth year), . . . . .	—	—	24.00	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Waltham:									
First year, . . . . .	—	4.00	—	2 T	7 2 T	8	4	44	12
Second year, . . . . .	—	5.00	—	2 T	7 2 T	8	4	44	12
Third year, . . . . .	—	5.25	—	2 T	7 2 T	8	4	44	12

<sup>1</sup> For first hour and a half, 1½ T; 2 T thereafter.

<sup>2</sup> Before midnight, 1½ T; after midnight and on Saturday afternoon, 2 T.

<sup>3</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>4</sup> Same rates apply in Amherst and Easthampton.

<sup>5</sup> For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1½ T.

<sup>6</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.

<sup>7</sup> No work on Labor Day.

<sup>8</sup> No work on Labor Day; other holidays and Sundays, 2 T.

TABLE 2. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Roofers.									
Boston:									
Foremen, . . . . .	—	\$5.25	—	2 T	2 T	8	4	44	12
Journeymen, <sup>1</sup> . . . . .	\$0.60	4.80	—	2 T	2 T	8	4	44	12
Roofers' helpers, . . . . .	—	3.50	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.62	4.96	\$27.28	2 T	2 T	8	4	44	12
Lawrence, . . . . .	.62	—	—	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.68¾	5.50	30.25	1½ T	2 T	8	4	44	12
Marlborough, . . . . .	2.55	4.40	26.40	2 T	2 T	8	8	48	4
Springfield, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Helpers.									
Lawrence:									
First year, . . . . .	.42	—	—	1½ T	2 T	8	4	44	12
Second year, . . . . .	.45	—	—	1½ T	2 T	8	4	44	12
Third year, . . . . .	.52	—	—	1½ T	2 T	8	4	44	12
Sheet Metal Workers.									
Boston, . . . . .	.70	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Fall River, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Fitchburg, . . . . .	.57½	4.60	25.30	3 —	2 T	8	4	44	12
Greenfield, . . . . .	—	5.00	—	1½ T	2 T	8	8	48	—
Holyoke, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Lynn, <sup>4</sup> . . . . .	.68¾	5.50	30.25	5 —	2 T	8	4	44	12
Lynn (apprentices):									
Fourth year, . . . . .	.45	3.60	19.80	5 —	2 T	8	4	44	12
Fifth year, . . . . .	.50	4.00	22.00	5 —	2 T	8	4	44	12
Malden, . . . . .	.56¼	4.50	27.00	6 —	2 T	8	8	48	8
Marlborough, <sup>7</sup> . . . . .	2.55	4.40	26.40	2 T	2 T	8	8	48	4
New Bedford, . . . . .	.75	—	—	8 —	2 T	8	4	44	12
New Bedford (apprentices), . . . . .	—	—	9.00	8 —	2 T	8	4	44	12
New Bedford (helpers), . . . . .	—	2.50	—	8 —	2 T	8	4	44	12
Salem, . . . . .	.55	4.40	24.20	9 —	2 T	8	4	44	12
Springfield, . . . . .	10.62½	5.00	10 27.50	2 T	2 T	8	4	44	12
Worcester, . . . . .	.52¼	—	—	11 —	2 T	8	4	44	12
Tile Layers and Helpers.									
Boston:									
Tile layers and setters, . . . . .	—	6.00	—	2 T	2 T	8	12 —	40	12 —
Tile layers' helpers, . . . . .	—	3.50	—	2 T	2 T	8	12 —	40	12 —
Tinsmiths.									
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12

<sup>1</sup> Includes kettle tenders, men who lay paper, mop, ladle, and gravel.<sup>2</sup> On September 16, 1918, increased to 65 cents.<sup>3</sup> 1½ T in shop; 2 T outside.<sup>4</sup> On September 1, 1918, rate was increased to \$6 a day and all overtime, 2 T.<sup>5</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>6</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>7</sup> Includes furnace workers and general jobbers.<sup>8</sup> Before 9 P.M. and on Saturday afternoon until 5 P.M., 1½ T; other overtime, 2 T.<sup>9</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.<sup>10</sup> On September 1, 1918, rate was increased to 65 cents an hour, \$28.60 a week.<sup>11</sup> On Saturday afternoon, regular rate. Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>12</sup> Work 5 days a week; no work on Saturday.

TABLE 3. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages <sup>1</sup>	NUMBER OF HOURS OF LABOR <sup>2</sup>							Hours Off on Half-holiday	Total Number of Hours Per Week
		Mon-day	Tues-day	Wednes-day	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)		
Barbers.										
Adams, . . . . .	\$12.00	4	10	10	9	10	12½	—	5	55½
Boston, . . . . .	<sup>1</sup> 16.00	4	10¼	10¼	10¼	10¼	12¼	—	6¼	57¼
Brockton, . . . . .	<sup>1</sup> 18.00	4½	10½	10½	10½	10½	12½	—	6	59
Chicopee, . . . . .	18.00	5	10	9	9	10	12	—	5	55
Fall River, . . . . .	<sup>1</sup> 16.00	4½	10	10	10	10	13½	—	5½	58
Fitchburg, . . . . .	16.00	5	11¼	11¼	10	11¼	13¼	—	5	62
Frammingham, . . . . .	<sup>1</sup> 18.00	9	10¾	4	10¾	10¾	12¾	—	6¼	56
Gardner, . . . . .	18.00	10½	10½	10½	10½	10½	13	—	—	65½
Gloucester, . . . . .	<sup>1</sup> 15.00	5	10¾	10¾	10¾	10¾	13½	—	5¾	61½
Haverhill, . . . . .	<sup>1</sup> 15.00	5½	10¾	10½	10½	10½	12¾	—	5	59¾
Holyoke, . . . . .	13.00	9½	10¾	10¾	9½	10¾	12¾	5	4½	59½
Lawrence, . . . . .	<sup>1</sup> 18.00	10½	10½	10½	5½	10½	13½	5½	5	56
Leominster, . . . . .	14.00	4½	10¼	10¼	9½	10¼	12¾	—	5¾	57½
Lowell, . . . . .	17.00	4½	10½	10½	10½	10½	13	—	5	59½
Lynn, <sup>4</sup> . . . . .	<sup>1</sup> 18.00	5½	10	10	10	10	13	—	4½	58½
Milford, . . . . .	15.00	4½	10½	10½	10½	10½	13	—	6	59½
Natick, . . . . .	<sup>1</sup> 18.00	9	10¾	4	10¾	10¾	12¾	—	6¼	56
New Bedford, . . . . .	15.00	5½	10	10	10	10	12½	—	5	58
Newburyport, . . . . .	<sup>1</sup> 18.00	5	10	10	9½	10	11½	—	5	56
North Adams, . . . . .	<sup>1</sup> 16.00	9½	10½	10½	10½	9½	13	{ 4 5 }	5½	58
Northampton, . . . . .	15.00	9	10¼	9	4	10¼	12¾			
Pittsfield, . . . . .	<sup>1</sup> 20.00	4	10	10	9	10	13	—	5	55¼
Quincy, . . . . .	<sup>1</sup> 18.00	4½	10¾	10¾	10¾	10¾	12¾	—	6¼	60¼
Rockland, <sup>1</sup> . . . . .	<sup>5</sup> 16.00	4	<sup>5</sup> 10¾	8¾	<sup>5</sup> 10¾	<sup>5</sup> 10¾	12¾	—	6¼	55¾
Salem, . . . . .	<sup>1</sup> 16.00	4	10	10	10	10	11½	—	6	55½
Springfield, <sup>6</sup> . . . . .	<sup>7</sup> 16.00	9½	10¾	10¾	10¾	9½	12¾	{ 4 5¾ }	5	59
Taunton, . . . . .	15.00	4½	10½	10½	10½	10½	13½			
Waltham, . . . . .	<sup>1</sup> 16.00	4½	11	11	11	11	13	—	6½	61½
Webster, . . . . .	18.00	4½	11	11	11	11	13	—	6½	61½
Westfield, . . . . .	<sup>8</sup> 18.00	4½	10¾	10¾	9	10¾	12¾	—	6	56½
Worcester, . . . . .	15.00	10½	10½	10½	10½	10½	12½	9—	9—	59¾

<sup>1</sup> In some localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$20 in Haverhill and Rockland; in excess of \$21 in Boston; in excess of \$22 in Fall River, Frammingham, Gloucester, Natick, and Waltham; in excess of \$23 in Lynn; in excess of \$24 in Brockton, Lawrence, Newburyport, and Quincy; in excess of \$25 in North Adams and Salem; and in excess of \$27 in Pittsfield.

<sup>2</sup> In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if five hours is the time allowed as a half-holiday, and a barber takes it on a ten-hour day, he works on that day five hours, whereas if he takes it on an 11-hour day, he works six hours on that day.

<sup>3</sup> Have two half-holidays weekly; one on Thursday and one on another day not stated.

<sup>4</sup> Rates and hours effective July 15, 1918.

<sup>5</sup> On August 1, 1918, rate was increased to \$20 and men were given one-half hour off on Tuesday, Thursday, and Friday.

<sup>6</sup> Minimum weekly rate with accompanying bonus; agreement specifies that for those receiving higher weekly rates of wages, one-half of the receipts over stated amounts, varying with amount of weekly wages, shall be paid.

<sup>7</sup> On October 21, 1918, rate was increased to \$18.

<sup>8</sup> On October 1, 1918, rate was increased to \$22.

<sup>9</sup> Men get 5¼ hours off each week or 10½ hours (full day) every other week.

TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bartenders.</b>									
Boston (hotel), . . . . .	-	-	<sup>1</sup> \$22.00	\$0.50	\$0.60	10	10	60	-
Boston (restaurant), . . . .	-	-	25.00	.50	.60	10	10	60	-
Boston (saloon), . . . . .	-	-	25.00	.50	.60	10	10	60	-
Boston (spare or accommodation work), . . . . .	-	<sup>2</sup> \$5.00	-	.50	.60	10	10	-	-
Chicopee (hotel), . . . . .	-	-	21.00	-	-	6½ 11½	-	<sup>3</sup> 54	-
Chicopee (saloon), . . . . .	-	-	18.00	-	-	6½ 11½	-	<sup>3</sup> 54	-
Gloucester, . . . . .	-	-	23.00	.60	-	-	-	60	-
Greenfield (hotel), . . . . .	-	-	15.00	-	-	9	12	<sup>4</sup> 66	-
Greenfield (saloon), . . . . .	-	-	15.00	-	-	9	12	<sup>4</sup> 66	-
Haverhill, . . . . .	-	-	22.00	1½ T	2 T	-	-	59	-
Holyoke (hotel), . . . . .	-	-	24.00	-	.75	9	10	55	-
Holyoke (saloon), . . . . .	-	-	24.00	-	.75	9	10	55	-
Lawrence, . . . . .	-	-	25.00	.60	.60	10¼	12	<sup>5</sup> 56	12
Lowell (hotel), . . . . .	-	-	25.00	-	-	-	-	60	-
Lowell (saloon), . . . . .	-	-	25.00	-	-	-	-	60	-
Marlborough (hotel), . . . . .	-	-	20.00	-	-	-	-	60	-
Marlborough (saloon), . . . .	-	-	20.00	-	-	-	-	60	-
New Bedford, . . . . .	-	-	25.00	-	-	-	-	60	-
North Adams, . . . . .	-	-	25.00	-	-	-	-	-	-
Northampton (hotel), . . . .	-	-	21.00	-	-	-	-	60	-
Northampton (saloon), . . . .	-	-	18.00	-	-	-	-	54	-
Northampton (spare or accommodation work), . . . . .	-	4.00	-	-	.50	-	-	-	-
Pittsfield (hotel), . . . . .	-	-	<sup>6</sup> 20.00	-	-	9	11	56	-
Pittsfield (spare or accommodation work), . . . . .	-	5.00	-	-	-	9	11	-	-
Taunton, . . . . .	-	-	20.00	-	-	-	-	60	-
Ware (hotel), . . . . .	-	-	25.00	1½ T	1½ T	8½	12	<sup>7</sup> 62½	-
Ware (saloon), . . . . .	-	-	18.00	-	-	8½	12	54½	-
Westfield, . . . . .	-	-	21.00	-	-	9	10	55	-
Worcester, . . . . .	-	-	20.00	-	-	-	-	60	-
<b>Hotel and Restaurant Employees.</b>									
<i>Cooks, First.</i>									
Brockton (men), . . . . .	-	-	<sup>1</sup> 15.00	.25	.25	-	-	66	-
Brockton (women), . . . . .	-	-	<sup>1</sup> 12.00	.25	.25	-	-	50	-
Holyoke, . . . . .	-	-	18.00	-	.50	-	-	72	-
<i>Springfield (men):</i>									
Cafés, . . . . .	-	-	<sup>1</sup> 21.00	-	-	-	-	60	-
Hotels, . . . . .	-	4.50	-	-	-	10	10	60	-
Restaurants and lunch rooms, . . . . .	-	3.50	-	.50	.50	-	-	72	-
<i>Cooks, Fry.</i>									
Springfield (men, hotel), . . .	-	3.75	-	-	-	10	10	60	-
<i>Cooks, Order.</i>									
Brockton (order cooks or night men), . . . . .	-	-	<sup>1</sup> 12.00	.25	.25	-	-	66	-
Brockton (meat and order (women), . . . . .	-	-	<sup>1</sup> 12.00	.25	.25	-	-	54	-
Springfield (men, restaurant), .	-	-	16.50	.50	.50	10	10	60	-

<sup>1</sup> With board.<sup>2</sup> \$5 for Saturday; \$6 for Sunday; 5 days (Monday to Friday) are paid for at rate of \$25 a week.<sup>3</sup> Work 6½ hours on 3 days and 11½ hours on other 3 days. Nearly all 7-day men have one day off each week.<sup>4</sup> No half-holiday; each man has his turn Sundays and holidays.<sup>5</sup> One day 3 hours.<sup>6</sup> With board in one hotel.<sup>7</sup> Work 8 hours on Sunday.



TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Hotel and Restaurant Employees — Con.									
Cooks, Pastry.									
Brockton (men), . . . . .	-	-	<sup>1</sup> \$15.00	\$0.25	\$0.25	-	-	66	-
Brockton (women), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
Cooks, Second.									
Brockton (men), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	66	-
Brockton (women), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
Holyoke, . . . . .	-	-	18.00	-	.50	-	-	72	-
Springfield (men), . . . . .	-	-	21.00	.50	.50	10	10	60	-
Dish Washers.									
Brockton (men), . . . . .	-	-	<sup>1</sup> 7.00	.25	.25	-	-	66	-
Brockton (women), . . . . .	-	-	<sup>1</sup> 6.00	.25	.25	-	-	50	-
Pantry Men.									
Brockton, . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	66	-
Pantry Women.									
Brockton, . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
Waiters.									
Boston:									
Clubs, . . . . .	-	-	<sup>1</sup> 14.00	-	-	-	-	65	-
Hotels and restaurants, Class A:									
Day, . . . . .	-	-	12.00	-	-	-	-	65	-
Night, . . . . .	-	-	5.00	-	-	-	-	-	-
Hotels and restaurants, Class B:									
Day, . . . . .	-	-	9.00	-	-	-	-	65	-
Night, . . . . .	-	-	4.50	-	-	-	-	-	-
Hotels, Union B, . . . . .	-	-	<sup>2</sup> 35.00	.35	.35	-	-	65	-
Noon waiters, Union B, . . . . .	-	-	<sup>3</sup> 8.00	-	-	4	-	-	-
Party and banquet men (dress suits), Union B, . . . . .	-	\$2.50	-	.50	-	3	-	-	-
Party and banquet men (jackets), Union B, . . . . .	-	2.00	-	.50	-	3	-	-	-
Sunday men, Union B, . . . . .	<sup>1</sup> \$0.50	-	-	-	-	10	-	-	-
Brockton, restaurant, . . . . .	-	-	<sup>1</sup> 12.00	.25	.25	-	-	66	-
Holyoke (hotels), . . . . .	-	-	<sup>1</sup> 9.00	-	.50	-	-	60	-
Springfield:									
Cafés, . . . . .	-	-	<sup>1</sup> 15.00	.50	.50	10	10	60	-
Counter men, . . . . .	-	-	16.50	.50	.50	10	10	60	-
Hotels, . . . . .	-	-	12.00	.50	.50	10	10	60	-
Restaurants, . . . . .	-	-	16.50	.50	.50	10	10	60	-
Waitresses.									
Boston:									
Café and restaurant (day), . . . . .	-	-	<sup>1</sup> 6.00 } <sup>4</sup> 9.00 }	-	-	-	-	<sup>5</sup> 54	-
Café and restaurant (noon), . . . . .	-	-	<sup>1</sup> 3.50	-	-	-	-	5	-
Café and restaurant (night), . . . . .	-	-	<sup>1</sup> 3.00	-	-	-	-	6	-
Brockton (restaurant), . . . . .	-	-	<sup>1</sup> 7.00	.25	.25	-	-	50	-

<sup>1</sup> With board.<sup>2</sup> Rate per month with board.<sup>3</sup> With two meals a day.<sup>4</sup> Without board.<sup>5</sup> One day off in seven.<sup>6</sup> Hours 5 to 8 p.m.; one day off in seven.

TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Laundry Workers.									
Boston:									
Button girls, . . . . .	-	-	\$7.00	2 T	2 T	19	19	154	13
Dampeners, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Dry room workers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Dry room workers (helpers), . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Folders (apron and towel), . . . . .	-	-	7.00	2 T	2 T	19	19	154	13
Folders, coat, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Lumpers, . . . . .	-	-	9.00	2 T	2 T	19	19	154	13
Mangle hands, . . . . .	-	-	7.00	2 T	2 T	19	19	154	13
Route girls, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Starchers, . . . . .	-	-	12.00	2 T	2 T	19	19	154	13
Stock room workers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Stock room helpers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13
Washermen, . . . . .	-	-	17.00	2 T	2 T	19	19	154	13
Washers' apprentices:									
First three months, . . . . .	-	-	14.00	2 T	2 T	19	19	154	13
Second three months, . . . . .	-	-	15.00	2 T	2 T	19	19	154	13
After six months, . . . . .	-	-	16.00	2 T	2 T	19	19	154	13
Wringermen, . . . . .	-	-	10.00	2 T	2 T	19	19	154	13
Brockton:									
Beginners, . . . . .	-	-	7.00	2 T	2 T	9	5	50	12
Collar shapers, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Collar dampeners, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
General hands, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Helpers (distributing room), . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Ironers, body, . . . . .	-	-	9.68	2 T	2 T	9	5	50	12
Ironers, bosom machine, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Ironers, collar, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Ironers, hand, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Ironers, neck band, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Ironers, sleeve, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Ironers, starchers on hand and rough dry, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Ironers, tyler, . . . . .	-	-	11.55	2 T	2 T	9	5	50	12
Ironers, wrist, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Ironers (mangle hands), . . . . .	-	-	9.68	2 T	2 T	9	5	50	12
Markers and distributors, . . . . .	-	-	11.55	2 T	2 T	9	5	50	12
Shirt dampeners, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Shirt finishers, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Shirt folders, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Shirt press machine opera- tors, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Starchers, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Starchers' helpers, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12
Washermen, . . . . .	-	-	17.33	2 T	2 T	9	5	50	12
Washerwomen, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12
Wringermen, . . . . .	-	-	13.86	2 T	2 T	9	5	50	12
Haverhill:									
Ironers, big hand, . . . . .	-	\$2.20	13.20	1½ T	1½ T	9	5	50	12
Ironers, starch, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12
Polishers, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12
Steam press operators, . . . . .	-	1.76	10.56	1½ T	1½ T	9	5	50	12
Washers, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12
All other employees, . . . . .	-	1.50	9.00	1½ T	1½ T	9	5	50	12

<sup>1</sup> During three months' work, 9¼ hours on five days, 4¾ hours on Saturday, 53½ hours a week.

TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board
<b>Marine Cooks and Stewards.</b>		<b>Marine Cooks and Stewards — Con.</b>	
<b>Boston:</b>		<b>Boston — Con.</b>	
Bakers, . . . . .	\$105.00	Hallmen, . . . . .	\$65.00
Bakers (second hands), . . . . .	45.00	Mess boys, . . . . .	70.00
Barmen, . . . . .	70.00	Messmen, . . . . .	45.00
Broilers, first, . . . . .	75.00	Messmen, second, . . . . .	60.00
Broilers, second, . . . . .	85.00	Pantrymen, . . . . .	50.00
Butchers, . . . . .	85.00	Pantrymen, assistant, . . . . .	65.00
Checkers, chief, . . . . .	70.00	Porters, . . . . .	75.00
Checkers, second, . . . . .	75.00	Saladmen, . . . . .	80.00
Coffeemen, . . . . .	60.00	Stewards, chief, . . . . .	45.00
Cooks and stewards, . . . . .	65.00	Stewards, second, . . . . .	55.00
Cooks, chief, . . . . .	95.00	Stewards, steerage, . . . . .	60.00
Cooks, fry, . . . . .	110.00	Stewardesses, . . . . .	65.00
Cooks, night, . . . . .	120.00	Waiters, . . . . .	70.00
Cooks, order, . . . . .	135.00	Waiters, head, . . . . .	80.00
Cooks, second, . . . . .	70.00	Watchmen, . . . . .	85.00
Cooks, third, . . . . .	65.00		55.00

<sup>1</sup> Rates of wages shown are monthly rates (with board) on ships sailing from the port of Boston, according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 4. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Bakers.</b>									
<i>Apprentices.</i>									
Boston (Union B):									
First year, . . . . .	-	-	\$13.00	\$0.65	Reg. {	18 9	8 9	48 54	} -
Second year, . . . . .	-	-	15.00	.65	Reg. {	18 9	8 9	48 54	
<i>Foremen.</i>									
Boston (Union A), . . . . .	-	-	33.00	-	-	8	8	48	-
Boston (Union B), . . . . .	-	-	24.00	.65	\$0.65	9	9	54	-
Boston (Union B, machine shops), . . . . .	-	-	24.00	1½ T	1½ T	8	8	48	-
Brockton (shop crew of four or more), . . . . .	}	\$4.67	28.00	.60	.60 {	18 9	8 9	48 54	} -
Brockton (shop crew of less than four), . . . . .			25.00	.60	.60 {	18 9	8 9	48 54	
Haverhill, . . . . .	-	-	25.00	.50	-	9	9	54	-
Holyoke, . . . . .	-	-	27.00	.78½	2 T	9	9	54	-
Lynn (Union A), . . . . .	-	-	28.00	1½ T	2-	8	8	48	-
Lynn (Union B), . . . . .	-	-	24.00	.50	.50	9	9	54	-
Salem, . . . . .	-	-	25.00	.50	2 T	9	9	54	-
Springfield (Union A), . . . . .	-	-	27.00	1½ T	3-	8½	8½	51	-
Springfield (Union B), . . . . .	-	-	30.00	.75	.75	8	4-	48	-
Taunton, . . . . .	-	-	22.00	.60	-	9	9	54	-
Worcester, . . . . .	-	-	28.50	.65	-	9	5-	54	-
<i>General Bakers in Small Shops.</i>									
Boston (Union B), . . . . .	-	-	20.00	.65	.65	9	9	54	-
Brockton, . . . . .	-	-	25.00	.60	.60	9	9	54	-
Haverhill, . . . . .	-	4.25	25.00	.50	-	9	9	54	-
Holyoke, . . . . .	-	4.50	27.00	1½ T	2 T	8½	8½	51	-
Lynn (Union B), . . . . .	-	-	22.00	.50	.50	9	9	54	-
Taunton, . . . . .	-	-	22.00	.60	-	9	9	54	-
<i>Helpers.</i>									
Boston (Union B), . . . . .	-	-	18.00	.65	Reg. {	18 9	8 9	48 54	} -
<i>Jobbers (Benchmen).</i>									
Brockton, . . . . .	-	4.00	24.00	.60	.60 {	18 9	8 9	48 54	} -
Haverhill, . . . . .	-	-	22.00	.50	-	9	9	54	
Lynn (Union A), . . . . .	-	-	23.00	1½ T	2-	8	8	48	-
Lynn (Union B), . . . . .	-	-	20.00	.50	.50	9	9	54	-
Salem, . . . . .	-	-	22.00	.50	2 T	9	9	54	-
Taunton, . . . . .	-	3.50	-	-	-	9	9	54	-
<i>Jobbers (Foremen).</i>									
Brockton, . . . . .	-	4.00	24.00	.60	.60 {	18 9	8 9	48 54	} -
Haverhill, . . . . .	-	4.25	-	.50	-	9	9	54	
Lynn (Union B), . . . . .	-	4.00	-	.50	.50	9	9	54	2
<i>Second Hands.</i>									
Boston (Union A), . . . . .	-	-	27.00	-	-	8	8	48	-
Brockton, . . . . .	-	4.00	24.00	.60	.60 {	18 9	8 9	48 54	} -
Haverhill, . . . . .	-	-	23.00	.50	-	9	9	54	
Lynn (Union A), . . . . .	-	-	25.00	1½ T	2-	8	8	48	-
Lynn (Union B), . . . . .	-	-	21.00	.50	.50	9	9	54	-
Salem, . . . . .	-	-	23.00	.50	2 T	9	9	54	-

<sup>1</sup> 8-hour day for machine shops; 9-hour day for hand shops.

<sup>2</sup> No work to be done on Labor Day; other holidays and Sundays, 1½ T. No pay to be deducted for any Jewish holiday except Passover.

<sup>3</sup> Sundays, 2 T; holidays, 1½ T.

<sup>4</sup> No work on Saturday; work 8 hours on Sunday.

<sup>5</sup> No work on Saturday; work 9 hours on Sunday.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
Bakers — Con.									
Second hands — Con.									
Springfield (Union A), . . . . .	-	-	\$24.00	1½ T	1 -	8½	8½	51	-
Springfield (Union B), . . . . .	-	-	26.00	\$0.70	\$0.70	8	2 -	48	-
Taunton, . . . . .	-	-	19.00	.50	-	9	9	54	-
Worcester, . . . . .	-	-	26.50	.60	-	9	3 -	54	-
Third or Under Hands.									
Boston (Union A), . . . . .	-	-	24.00	-	-	8	8	48	-
Brockton, . . . . .	-	\$3.67	22.00	.60	.60	4 8	8	48	}
Haverhill, . . . . .	-	-	22.00	.50	-	9	9	54	
Lynn (Union B), . . . . .	-	-	20.00	.50	.50	9	9	54	-
Springfield (Union A), . . . . .	-	-	22.00	1½ T	1 -	8½	8½	51	-
Springfield (Union B), . . . . .	-	-	23.00	.65	-	8	2 -	48	-
Taunton, . . . . .	-	-	18.00	.50	-	9	9	54	-
Worcester, . . . . .	-	-	22.00	.60	-	9	3 -	54	-
Bottlers and Drivers.									
Bottlers. <sup>6</sup>									
Boston, . . . . .	-	-	25.00	.50	.50	8	8	48	-
Chicopee, . . . . .	-	-	21.00	.60	2 T	8	14	54	-
Lawrence, . . . . .	-	-	20.00	}	.50	2 T	8	8	48
Lowell, . . . . .	-	-	20.50						
Lowell, . . . . .	-	-	24.00	.60	.60	8	8	48	-
New Bedford, . . . . .	-	-	21.00	.50	-	8	8	48	}
Pittsfield, . . . . .	-	-	20.50	.50	.50	9	9	54	
Springfield (first men), . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (breweries), . . . . .	-	-	20.25	.50	2 T	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	21.00	.50	2 T	{ 8	8	7 48	}
						9	9	54	
Chauffeurs.									
Boston, . . . . .	-	-	27.50	.50	-	9	9	54	-
Chicopee, . . . . .	-	-	25.00	.60	2 T	8	14	54	-
Lowell, . . . . .	\$0.56	4.50	27.00	.60	.60	8	8	48	-
Pittsfield, . . . . .	-	-	24.00	.50	-	8	8	48	-
Springfield, . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	23.00	.50	2 T	10	14	64	-
Chauffeurs' Helpers.									
Boston, . . . . .	-	-	23.00	-	-	9	9	54	-
Pittsfield, . . . . .	-	-	21.00	-	-	8	8	48	-
Drivers.									
Boston, . . . . .	-	-	25.50	.50	-	9	9	54	-
Chicopee (single), . . . . .	-	-	25.00	.60	2 T	8	14	54	-
Lawrence, . . . . .	-	-	20.00	}	.50	2 T	8	8	48
Lowell (single, yard), . . . . .	.52	4.16	25.00						
Lowell (double), . . . . .	.54	4.34	26.00	.60	.60	8	8	48	-
New Bedford, . . . . .	-	-	22.00	.50	-	8	8	48	}
Pittsfield, . . . . .	-	-	23.00	.50	-	9	9	54	
Springfield, . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (breweries), . . . . .	-	-	23.00	.50	2 T	{ 8	8	6 48	}
Worcester (wholesale shops), . . . . .	-	-	23.00	.50	2 T	9	9	54	
						10	14	9 64	-

<sup>1</sup> Sundays, 2 T; holidays, 1½ T.<sup>2</sup> No work on Saturday; work 8 hours on Sunday.<sup>3</sup> No work on Saturday; work 9 hours on Sunday.<sup>4</sup> 8-hour day for machine shops; 9-hour day for hand shops.<sup>5</sup> Machine operators usually; in some cases fill bottles by hand.<sup>6</sup> For six months, 48 hours a week, and for six months, 54 hours a week.<sup>7</sup> For two months, nine hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.<sup>8</sup> Rates in different establishments.<sup>9</sup> On draught teams, 54 hours during six months; 48 hours during six months.



TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bottlers and Drivers — Con.</b>									
<i>Drivers' Helpers.</i>									
Boston, . . . . .	—	—	\$23.00	—	—	9	9	54	—
Lawrence, . . . . .	{ \$0.39½ .40	\$3.16 3.25	19.00 19.50	\$0.50	2 T	8	8	48	—
New Bedford, . . . . .	—	—	21.00	.50	—	9	9	54	—
Pittsfield, . . . . .	—	—	21.00	.50	—	8	8	48	—
Worcester (breweries), . . . . .	—	—	21.50	.50	2 T	{ 8 9	8 9	48 54	{ — —
Worcester (wholesale shops), . . . . .	—	—	18.00	.50	2 T	10	14	64	—
<i>Floormen.</i>									
Springfield, . . . . .	—	—	19.00	.50	2 T	8	8	48	—
<i>Inside Helpers.</i>									
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	8	8	48	—
Worcester (wholesale shops), . . . . .	—	—	19.00	.50	2 T	{ 8 9	8 9	48 54	{ — —
<i>Labelers.</i>									
Lowell, . . . . .	—	—	24.00	.60	\$0.60	8	8	48	—
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	8	8	48	—
Worcester (wholesale shops, hand work), . . . . .	{ —	—	14.00	.50	2 T	{ 8 9	8 9	48 54	{ — —
<i>Machine Operators.</i>									
Boston, . . . . .	—	—	25.00	.50	—	8	8	48	—
Lowell, . . . . .	—	—	24.00	.60	.60	8	8	48	—
Lowell (pasteurizers), . . . . .	—	—	23.00	.60	.60	8	8	48	—
Springfield, . . . . .	—	—	22.00	.50	2 T	8	8	48	—
Worcester (breweries), . . . . .	—	—	22.25	.50	2 T	8	8	48	—
Worcester (wholesale shops), . . . . .	—	—	21.00	.50	2 T	{ 8 9	8 9	48 54	{ — —
<i>Packers.</i>									
Boston, . . . . .	—	—	25.00	.50	—	8	8	48	—
Lowell, . . . . .	—	—	24.00	.60	—	8	8	48	—
Springfield, . . . . .	—	—	20.00	.50	2 T	8	8	48	—
<i>Stablemen.</i>									
Lowell (first), . . . . .	.54	4.34	26.00	.60	.60	8	8	48	—
Lowell (second), . . . . .	—	—	25.00	.60	.60	8	8	48	—
Pittsfield, . . . . .	—	—	21.00	—	—	8	8	48	—
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	{ 8 9	8 9	48 54	{ — —
Worcester (wholesale shops), . . . . .	—	—	19.50	.50	2 T	{ 8 9	8 9	48 54	{ — —
<i>Other Employees (Unclassified).</i>									
Boston (inside workers), . . . . .	—	—	23.00	.50	—	8	8	48	—
Boston (outside workers), . . . . .	—	—	23.00	.50	—	9	9	54	—
Lowell, . . . . .	—	—	22.00	.60	.60	8	8	48	—
<b>Brewery Workmen.</b>									
<i>Apprentices.</i>									
Boston (first year), . . . . .	—	—	22.00	.60	5.60	8	8	48	—
Boston (second year), . . . . .	—	—	24.00	.60	5.60	8	8	48	—
Fall River (first year), . . . . .	—	—	14.00	.60	.60	8	8	48	—
Fall River (second year), . . . . .	—	—	16.00	.60	.60	8	8	48	—
Holyoke (first year), . . . . .	—	—	16.00	.50	2 T	8	8	48	—
Holyoke (second year), . . . . .	—	—	19.00	.50	2 T	8	8	48	—

1 Rates in different establishments.

2 For six months, 48 hours a week, and for six months, 54 hours a week.

3 On draught teams, 54 hours during six months; 48 hours during six months.

4 For two months, nine hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

5 On legal holidays and election days, regular rate for full day.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Brewery Workmen — Con.</b>									
<i>Apprentices — Con.</i>									
Lawrence (first year), . . .	—	—	\$16.00	\$0.65	—	8	8	48	—
Lawrence (second year), . . .	—	—	18.00	.65	—	8	8	48	—
Lowell (first year), . . .	—	—	20.00	.60	—	8	8	48	—
Lowell (second year), . . .	—	—	22.00	.60	—	8	8	48	—
Pittsfield (first year), . . .	—	—	17.00	.50	\$0.50	8	8	48	—
Pittsfield (second year), . . .	—	—	19.00	.50	.50	8	8	48	—
Springfield (first year), . . .	—	—	16.00	.50	2 T	8	8	48	—
Springfield (second year), . . .	—	—	19.00	.50	2 T	8	8	48	—
Worcester (first year), . . .	—	—	18.00	.50	2 T	8	8	48	—
Worcester (second year), . . .	—	—	20.00	.50	2 T	8	8	48	—
<i>Brewhouse Men.</i>									
Boston (first men), . . .	—	—	28.50	.60	1.60	8	8	48	—
Boston (other men), . . .	—	—	26.50	.60	1.60	8	8	48	—
Fall River (first men), . . .	—	—	22.50	.60	.60	8	8	48	—
Fall River (other men), . . .	—	—	20.50	.60	.60	8	8	48	—
Holyoke (first men), . . .	—	—	26.00	.50	2 T	8	8	48	—
Holyoke (other men), . . .	—	—	24.00	.50	2 T	8	8	48	—
Lawrence (first men), . . .	—	—	26.00	.65	—	8	8	48	—
Lawrence (other men), . . .	—	—	24.00	.65	—	8	8	48	—
Lowell (first men), . . .	—	—	30.00	.60	—	8	8	48	—
Lowell (other men), . . .	—	—	26.00	.60	—	8	8	48	—
New Bedford (first men), . . .	—	—	27.00	.50	.50	8	8	48	—
New Bedford (other men), . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (first men), . . .	—	—	26.00	.50	.50	8	8	48	—
Pittsfield (other men), . . .	—	—	24.00	.50	.50	8	8	48	—
Springfield (first men), . . .	—	—	26.00	.50	2 T	8	8	48	—
Springfield (other men), . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (first men), . . .	—	—	28.00	.50	2 T	8	8	48	—
Worcester (other men), . . .	—	—	23.00	.50	2 T	8	8	48	—
<i>Cellarmen.</i>									
Boston (first men), . . .	—	—	28.50	.60	1.60	8	8	48	—
Boston (other men), . . .	—	—	26.50	.60	1.60	8	8	48	—
Fall River (first men), . . .	—	—	22.50	.60	.60	8	8	48	—
Fall River (other men), . . .	—	—	20.50	.60	.60	8	8	48	—
Holyoke (first men), . . .	—	—	28.00	.50	2 T	8	8	48	—
Holyoke (other men), . . .	—	—	24.00	.50	2 T	8	8	48	—
Lawrence (first men), . . .	—	—	26.00	.65	—	8	8	48	—
Lawrence (other men), . . .	—	—	24.00	.65	—	8	8	48	—
Lowell (first men), . . .	—	—	30.00	.60	.60	8	8	48	—
Lowell (other men), . . .	—	—	26.00	.60	.60	8	8	48	—
New Bedford (first men), . . .	—	—	27.00	.50	.50	8	8	48	—
New Bedford (other men), . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (first men), . . .	—	—	26.00	.50	.50	8	8	48	—
Pittsfield (other men), . . .	—	—	25.00	.50	.50	8	8	48	—
Springfield (first men), . . .	—	—	28.00	.50	2 T	8	8	48	—
Springfield (other men), . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (first men), . . .	—	—	26.00	.50	2 T	8	8	48	—
Worcester (other men), . . .	—	—	23.00	.50	2 T	8	8	48	—
<i>Chauffeurs.</i>									
Boston (heavy trucks), . . .	—	—	29.00	.60	1.60	{ 8 9 9	{ 8 9 9	{ 2 48 54 54	{ —
Fall River, . . .	—	—	20.50	.60	.60	8	8	48	—
Fall River (helpers), . . .	—	—	18.50	.60	.60	8	8	48	—
Holyoke, . . .	—	—	26.00	.50	2 T	8	8	48	—
Lawrence, . . .	—	—	26.00	.65	—	8	8	48	—
Springfield, . . .	—	—	26.00	.50	2 T	8	8	48	—
Worcester (heavy trucks), . . .	—	—	25.00	.50	2 T	{ 8 9	{ 8 9	{ 2 48 54	{ —

1 On legal holidays and election days, regular rate for full day.

2 For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday			
Brewery Workmen — Con.										
Coopers.										
Boston (bench men), . . . . .	—	—	\$32.50	1½ T	2 T	8	8	48	3	
Boston (first men), . . . . .	—	—	35.50	1½ T	2 T	8	8	48	3	
Holyoke (first men), . . . . .	—	—	26.00	\$0.50	2 T	8	8	48	—	
Pittsfield (first men), . . . . .	—	—	26.00	.50	\$0.50	8	8	48	—	
Springfield (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—	
Worcester (bench men), . . . . .	—	—	28.50	1½ T	2 T	8	8	48	—	
Worcester (first men), . . . . .	—	—	31.50	1½ T	2 T	8	8	48	—	
Drivers.										
Boston (depot), . . . . .	—	—	27.00	.60	1.60	{ 8 9	8 9	{ 2 48 54	—	
Boston (route), . . . . .	—	—	28.00	.60	1.60	{ 8 9	8 9	{ 2 48 54	—	
Holyoke (depot), . . . . .	—	—	23.00	.50	2 T	8	8	48	—	
Holyoke (route), . . . . .	—	—	26.00	.50	2 T	8	8	48	—	
Lawrence (depot), . . . . .	—	—	24.00	.65	—	8	8	48	—	
Lawrence (route), . . . . .	—	—	25.00	.65	—	8	8	48	—	
New Bedford, . . . . .	—	—	25.50	.50	.50	9	9	54	—	
Springfield (depot), . . . . .	—	—	23.00	.50	2 T	8	8	48	—	
Springfield (route), . . . . .	—	—	26.00	.50	2 T	8	8	48	—	
Springfield (3-horse drivers), . . . . .	—	—	24.00	.50	2 T	8	8	48	—	
Worcester, . . . . .	—	—	24.00	.50	2 T	{ 8 9	8 9	{ 2 48 54	—	
Drivers' Helpers.										
Boston (single or double), . . . . .	—	—	25.00	.60	1.60	{ 8 9	8 9	{ 2 48 54	—	
Lawrence (single or double), . . . . .	—	—	22.00	.65	—	8	8	48	—	
New Bedford, . . . . .	—	—	23.50	.50	.50	9	9	54	—	
Springfield, . . . . .	—	—	23.00	.50	2 T	8	8	48	—	
Worcester, . . . . .	—	—	22.50	.50	2 T	{ 8 9	8 9	{ 2 48 54	—	
Engineers, Stationary.										
Boston (assistant), . . . . .	—	—	32.00	1½ T	—	8	8	48	—	
Boston (chief), . . . . .	—	—	40.00	1½ T	—	8	8	48	—	
Holyoke, . . . . .	—	—	29.00	—	—	8	8	56	—	
Lawrence, . . . . .	—	—	30.00	.65	—	8	8	48	—	
New Bedford (assistant), . . . . .	—	—	32.00	1½ T	—	8	8	48	—	
New Bedford (chief), . . . . .	—	—	40.00	1½ T	—	8	8	48	—	
Pittsfield, . . . . .	—	—	26.00	.50	—	{ 8 10	8 10	{ 3 56 70	—	
Springfield, . . . . .	—	—	29.00	.50	—	8	8	56	—	
Worcester (chief), . . . . .	—	—	47.00	2 T	—	8	8	48	—	
Worcester (other), . . . . .	—	—	34.67	2 T	—	8	8	56	—	
Fermenting Room Men.										
Boston (first men), . . . . .	—	—	28.50	.60	1.60	8	8	48	—	
Boston (other men), . . . . .	—	—	26.50	.60	1.60	8	8	48	—	
Fall River (first men), . . . . .	—	—	22.50	.60	.60	8	8	48	—	
Fall River (other men), . . . . .	—	—	20.50	.60	.60	8	8	48	—	
Holyoke (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—	
Holyoke (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—	
Lawrence (first men), . . . . .	—	—	26.00	.65	—	8	8	48	—	
Lawrence (other men), . . . . .	—	—	24.00	.65	—	8	8	48	—	
Lowell (first men), . . . . .	—	—	30.00	.60	—	8	8	48	—	
Lowell (other men), . . . . .	—	—	26.00	.60	—	8	8	48	—	
New Bedford (first men), . . . . .	—	—	27.00	.50	.50	8	8	48	—	
New Bedford (other men), . . . . .	—	—	25.00	.50	.50	8	8	48	—	
Pittsfield (first men), . . . . .	—	—	25.00	.50	.50	8	8	48	—	
Springfield (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—	
Springfield (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—	
Worcester (first men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—	
Worcester (other men), . . . . .	—	—	23.00	.50	2 T	8	8	48	—	

<sup>1</sup> On legal holidays and election days, regular rate for full day.

<sup>2</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>3</sup> For 6 months, 56 hours a week, and for 6 months, 70 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Brewery Workmen — Con.									
Firemen, Stationary.									
Boston, . . . . .	—	—	\$28.00	—	—	8	8	48	—
Holyoke, . . . . .	—	—	26.00	—	—	8	8	56	—
Lawrence, . . . . .	—	—	27.00	\$0.65	—	8	8	56	—
Lowell, . . . . .	—	—	24.00 28.00	1½ T	1½ T	8	8	48	—
Lowell (helpers), . . . . .	—	—	25.00	1½ T	1½ T	8	8	48	—
Lowell (oilers), . . . . .	—	—	26.25	1½ T	1½ T	8	8	48	—
Pittsfield, . . . . .	—	—	26.00	.50	—	8	8	56	—
Springfield, . . . . .	—	—	26.00	.50	—	8	8	56	—
Worcester, . . . . .	—	—	24.00	.50	Reg.	8	8	48	—
Floormen.									
Boston, . . . . .	—	—	28.00	.60	2 \$0.60	8	8	48	—
Springfield, . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Racking Room Men.									
Boston, . . . . .	—	—	28.50	.60	2.60	8	8	48	—
Pittsfield (first men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Worcester (first men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (other men), . . . . .	—	—	23.00	.50	2 T	8	8	48	—
Stablemen.									
Boston (first men), . . . . .	—	—	27.00	.60	2.60	8 9 9	8 9 9	48 54 54	}
Boston (other men), . . . . .	—	—	25.50	.60	2.60	8 9 9	8 9 9	48 54 54	
Holyoke (first men), . . . . .	—	—	25.00	—	—	8 8 8	8 8 8	56 48 48	
Lawrence, . . . . .	—	—	23.00	.65	—	8	8	48	—
Springfield (first men), . . . . .	—	—	25.00	.50	—	8	8	56	—
Springfield (other men), . . . . .	—	—	24.00	.50	—	8	8	56	—
Worcester (first men), . . . . .	—	—	23.50	.50	2 T	8 9 9	8 9 9	48 54 54	}
Worcester (other men), . . . . .	—	—	22.50	.50	2 T	8 9 9	8 9 9	48 54 54	
Washhouse Men.									
Boston (first men), . . . . .	—	—	28.50	.60	2.60	8	8	48	—
Boston (other men), . . . . .	—	—	26.50	.60	2.60	8	8	48	—
Fall River (first men), . . . . .	—	—	22.50	.60	.60	8	8	48	—
Fall River (other men), . . . . .	—	—	20.50	.60	.60	8	8	48	—
Holyoke (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—
Holyoke (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Lawrence (first men), . . . . .	—	—	25.00	.65	—	8	8	48	—
Lawrence (other men), . . . . .	—	—	23.00	.65	—	8	8	48	—
Lowell (first men), . . . . .	—	—	28.00	.60	—	8	8	48	—
Lowell (other men), . . . . .	—	—	25.00	.60	—	8	8	48	—
New Bedford (first men), . . . . .	—	—	27.00	.50	.50	8	8	48	—
New Bedford (other men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (first men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (other men), . . . . .	—	—	24.00	.50	.50	8	8	48	—
Springfield (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—
Springfield (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (first men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (other men), . . . . .	—	—	23.00	.50	2 T	8	8	48	—

<sup>1</sup> Minimum rate varies in different establishments.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Brewery Workmen — Con.</b>										
<i>Watchmen.</i>										
Boston, . . . . .	—	—	\$30.50	\$0.60	<sup>1</sup> \$0.60	2—	2—	2—	—	
Lawrence, . . . . .	—	—	22.00	.65	—	12	12	<sup>3</sup> 84	—	
Lowell, . . . . .	—	—	30.00	.60	—	4—	4—	4—	—	
Pittsfield, . . . . .	—	—	23.00	.50	—	12	12	84	—	
Worcester (inside), . . . .	—	—	24.00	.50	—	8	8	56	—	
Worcester (stable), . . . .	—	—	24.00	.50	—	{ 8 9	{ 8 9	<sup>5</sup> 56 63	} —	
<b>Creamery Workers.</b>										
Boston:										
Checkers (first three months), . . . . .	—	—	21.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Checkers (after three months), . . . . .	—	—	23.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Chestmen (first three months), . . . . .	—	—	22.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Chestmen (after three months), . . . . .	—	—	24.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Helpers, general (first three months), . . . . .	—	—	20.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Helpers, general (after three months), . . . . .	—	—	22.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Men in charge of depart- ments, . . . . .	—	—	26.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Milk tasters, . . . . .	—	—	25.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
Pasteurizers and separator men, . . . . .	—	—	25.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	<sup>7</sup> 60	—	
<b>Fish Workers.</b>										
Boston:										
Fish handlers, . . . . .	—	—	18.00	.65	1.00	9½	5	52½	12	
Gloucester:										
Fish handlers, . . . . .	\$0.40	\$3.60	21.60	.40	1½ T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 6	
Fish splitters, . . . . .	.45	4.05	24.30	.45	1½ T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 6	
On steam trawlers, . . . .	—	—	<sup>9</sup> 40.00	.60	—	<sup>10</sup> —	—	—	—	
<b>Meat Cutters and Butcher Workmen.</b>										
Boston:										
Sausage makers, . . . . .	—	—	18.00	1½ T	1½ T	9	5	50	12	
Cambridge:										
Gatemen and general em- ployees, . . . . .	.37½	3.00	18.00	<sup>11</sup> —	.75	8	8	48	—	
Sausage makers, . . . . .	.37½	3.00	18.00	<sup>11</sup> —	.75	8	8	48	—	
<b>Tobacco Strippers.</b>										
Boston:										
All-round strippers, . . . .	—	—	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12	
All-round strippers and bookers, . . . . .	—	—	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12	
Binder strippers, . . . . .	—	—	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12	

<sup>1</sup> On legal holidays and election days, regular rate for full day.<sup>2</sup> Work 7 days a week.<sup>3</sup> Seven nights; one night off each two weeks.<sup>4</sup> Work 7 nights a week.<sup>5</sup> For 6 months, 56 hours a week, and for 6 months, 63 hours a week.<sup>6</sup> After November 30, 1918, 1½ T.<sup>7</sup> Six hours on Sunday.<sup>8</sup> Five hours on Saturday, 50 hours a week, during six months.<sup>9</sup> Receive \$40 a month and \$7 extra for every 1,000 fish caught.<sup>10</sup> When in port, work 9 hours a day.<sup>11</sup> 1¼ T for first 2 hours; 1½ T thereafter.<sup>12</sup> On July 27, 1918, rate was increased \$2 a week.



TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Tobacco Strippers — Con.</b>									
Boston — Con.									
Binder strippers (machine),	—	—	<sup>1</sup> \$11.00	2 T	2 T	8	5	45	12
Wrapper bookers,	—	—	<sup>1</sup> 11.00	2 T	2 T	8	5	45	12
Wrapper bookers and strippers,	—	—	<sup>1</sup> 10.00	2 T	2 T	8	5	45	12
Wrapper selectors and bookers,	—	—	<sup>1</sup> 12.00	2 T	2 T	8	5	45	12
Wrapper selectors and strippers,	—	—	<sup>1</sup> 11.00	2 T	2 T	8	5	45	12
Wrapper strippers,	—	—	<sup>1</sup> 10.00	2 T	2 T	8	5	45	12
Wrapper strippers(machine),	—	—	<sup>1</sup> 12.00	2 T	2 T	8	5	45	12

<sup>1</sup> On July 27, 1918, rate was increased \$2 a week.

TABLE 5. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Garment Workers.</b>										
<i>Clothing Cutters and Trimmers.</i>										
Boston:										
Cutters, . . . . .	-	-	\$27.00	1½ T	2 T	8¾	4¾	48	12	
Liners, . . . . .	-	-	22.00	1½ T	2 T	8¾	4¾	48	12	
Trimmers, . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12	
Trimmers, junior, . . . . .	-	-	17.00	1½ T	2 T	8¾	4¾	48	12	
Trimming cutters (men's garments), . . . . .	-	-	22.00	1½ T	-	8¾	4¾	48	12	
Trimming cutters (women's garments), . . . . .	-	-	31.00	1½ T	-	9	4	49	12	
<i>Coat Makers.</i>										
Boston:										
Button sewers, . . . . .	-	-	16.00	1½ T	1½ T	9	4	49	12	
Coat cutters (men), . . . . .	-	-	33.00	1½ T	-	8¾	4¾	48	12	
Coat cutters (women), . . . . .	-	-	35.00	1½ T	-	9	4	49	12	
Coat makers, . . . . .	-	-	23.00	\$0.40	2 Reg.	8½	8½	51	5 -	
Piece pressers, . . . . .	-	-	17.00	-	-	8¾	4¾	48	12	
<i>Fur Workers.</i>										
Boston:										
Cutters, . . . . .	-	-	35.00	1½ T	-	4 9	4	48	12	
Finishers (men), . . . . .	-	-	25.00	1½ T	-	4 9	4	48	12	
Liners (women), . . . . .	-	-	16.00	1½ T	-	4 9	4	48	12	
Nailers, . . . . .	-	-	21.00	1½ T	-	4 9	4	48	12	
Operators, . . . . .	-	-	27.00	1½ T	-	4 9	4	48	12	
<i>Hat and Cap Makers.</i>										
Boston (cloth caps and hats):										
Cap blockers, . . . . .	-	-	{ 6 20.00 - 40.00 }	1½ T	1½ T	9	4	49	12	
Cap cutters (knife), . . . . .	-	-	{ 6 20.00 - 40.00 }	1½ T	1½ T	9	4	49	12	
Cap cutters (shears), . . . . .	-	-	{ 5 20.00 - 40.00 }	1½ T	1½ T	9	4	49	12	
Cutters and blockers, . . . . .	-	-	20.00	1½ T	1½ T	9	4	49	12	
Finishers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Lining makers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Machine operators, . . . . .	-	-	20.00	1½ T	1½ T	9	4	49	12	
Sweat band sewers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Boston (straw hats):										
Blockers, . . . . .	-	-	24.00	1½ T	2 T	9	6 8	6 53	6 7	
Pressers, . . . . .	-	-	27.00	1½ T	2 T	9	6 8	6 53	6 7	
Sizers, . . . . .	-	-	20.00	1½ T	2 T	9	6 8	6 53	6 7	
Boston (velvet hats, operators), . . . . .										
	-	-	15.00	1½ T	2 T	9	6 8	6 53	6 7	
<i>Overall Workers.</i>										
Boston:										
Cutters (assistant), . . . . .	-	-	19.80	1½ T	2 T	8¾	3¾	48	12	
Cutters (head), . . . . .	-	-	28.60	1½ T	2 T	8¾	3¾	48	12	
North Brookfield (cutters), . . . . .	-	-	22.00	1½ T	-	8½	5½	48	12	
North Brookfield (examiners), . . . . .	-	-	12.00	1½ T	-	8½	5½	48	12	
<i>Pressers.</i>										
Boston:										
Pressers, coat, . . . . .	-	-	35.00	1½ T	1½ T	9	4	49	12	
Pressers, skirt, . . . . .	-	-	30.00	1½ T	1½ T	9	4	49	12	
Underpressers, coat, . . . . .	-	-	30.00	1½ T	1½ T	9	4	49	12	
Underpressers, skirt, . . . . .	-	-	25.00	1½ T	1½ T	9	4	49	12	

1 Paid for Labor Day, but not for other holidays.  
2 No Sunday work.  
3 Work 5 hours on Saturday, 47½ hours a week, during 3 months.  
4 Work 8 hours on Friday.  
5 No agreement establishing a minimum; rates range from \$20 to \$40 per week, averaging \$37.50 per week.  
6 Work 5 hours on Saturday, 50 hours a week, during 7 months.

TABLE 5. GARMENT TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Garment Workers — Con.</b>									
<i>Skirt Cutters.</i>									
Boston, . . . . .	-	-	\$31.00	1½ T	-	9	4	49	12
<i>Skirt Finishers.</i>									
Boston, . . . . .	-	-	16.00	1½ T	1 1½ T	9	4	49	12
<i>Tailors (Bushelmen).</i>									
Boston, . . . . .	-	-	23.00	\$0.40	2 Reg.	8½	3 8½	3 51	3 3
Brockton:									
Bushelmen and pressmen, first class shops, . . . . .	-	-	18.98	1½ T	-	9	9	54	-
Tailors (new work), first class shops, . . . . .	-	-	23.00	1½ T	-	9	9	54	-
Holyoke (men), . . . . .	-	-	20.00	.40	-	9	9	54	-
Holyoke (women), . . . . .	-	-	15.00	-	-	9	9	54	-
Lowell, . . . . .	-	-	23.00	-	-	4 -	4 -	54	12
North Adams, . . . . .	-	-	15.00	.35	\$0.35	10	10	60	-
Northampton, . . . . .	-	-	19.00	.40	-	10	10	60	-
Pittsfield, . . . . .	-	-	18.00	6 -	-	10	10	60	-
Springfield (bushelmen):									
Custom shops, first class, . . . . .	-	-	18.00	Reg.	1½ T	10	10	60	-
Custom shops, second class, . . . . .	-	-	17.00	Reg.	1½ T	10	10	60	-
Ready-made stores (men), . . . . .	-	-	18.00	.40	2 T	9	12	57	-
Ready-made stores (women), . . . . .	-	-	12.00	.40	2 T	9	9	54	-
Ready-made stores (foremen), . . . . .	-	-	20.00	.40	2 T	9	12	57	-
Ready-made stores (pressmen), . . . . .	-	-	21.00	.40	2 T	9	12	57	-
<i>Waist and Dress Makers.</i>									
Boston:									
Buttonhole makers, . . . . .	-	-	11.50	-	-	7 9	4	48	12
Cutters, experienced, . . . . .	-	-	28.00	-	-	7 9	4	48	12
Drapers, . . . . .	-	-	15.00	-	-	7 9	4	48	12
Examiners, . . . . .	-	-	10.00	-	-	7 9	4	48	12
Finishers, . . . . .	-	-	10.00	-	-	7 9	4	48	12
Ironers, . . . . .	-	-	12.50	-	-	7 9	4	48	12
Machine operators, . . . . .	-	-	15.00	-	-	7 9	4	48	12
Pressers, under-, . . . . .	-	-	20.50	-	-	7 9	4	48	12
Pressers, upper-, . . . . .	-	-	24.50	-	-	7 9	4	48	12
Separate skirt makers (sample) who also work on dresses, . . . . .	-	-	24.50	-	-	7 9	4	48	12
Trimmers, hand, who also pin on trimmings, . . . . .	-	-	12.50	-	-	7 9	4	48	12
Trimmers, hand (others), . . . . .	-	-	11.50	-	-	7 9	4	48	12
Waist makers, . . . . .	-	-	16.00	-	-	7 9	4	48	12
Worcester (sample makers), . . . . .	-	-	16.00	2 T	2 T	9	4	49	12
<i>Waterproof Garment Workers.</i>									
Boston:									
Cutters, . . . . .	-	-	31.00	1½ T	2 T	7 9	4	48	12

<sup>1</sup> Paid for Labor Day, but not for other holidays.<sup>2</sup> No Sunday work.<sup>3</sup> Work 5 hours on Saturday, 47½ hours a week, during 3 months.<sup>4</sup> Monday, 11 hours; Tuesday, Wednesday, and Friday, 9 hours; Thursday, 4 hours, and Saturday, 12 hours.<sup>5</sup> On September 16, 1918, rate was increased to \$21.<sup>6</sup> On September 15, 1918, overtime rate was increased to 45 cents an hour.<sup>7</sup> Work 8 hours on Friday.

TABLE 6. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Blacksmiths and Helpers.</b>										
Boston:										
Boltmakers, . . . . .	<sup>1</sup> \$0.72½	—	—	1½ T	2 —	8	8	48	3	
Boltmakers' helpers, . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Drop forgers, . . . . .	1.70	—	—	1½ T	2 —	8	8	48	3	
Drop forgers' helpers, . . .	1.50	—	—	1½ T	2 —	8	8	48	3	
Hammer and machine forgers (heavy), . . . . .	<sup>1</sup> 1.35	—	—	1½ T	2 —	8	8	48	3	
Hammer runners (heavy), . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Heaters, . . . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Heavy fires, . . . . .	1.87½	—	—	1½ T	2 —	8	8	48	3	
Heavy fires (helpers), . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Laborers, . . . . .	1.40	—	—	1½ T	2 —	8	8	48	3	
Levermen or cranemen, . . .	1.70	—	—	1½ T	2 —	8	8	48	3	
Levermen's or cranemen's helpers, . . . . .	1.50	—	—	1½ T	2 —	8	8	48	3	
Liner forgers, . . . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Liner forgers' helpers, . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Other fires, . . . . .	1.72½	—	—	1½ T	2 —	8	8	48	3	
Other fires (helpers), . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Lowell:										
Blacksmiths, . . . . .	.566	—	—	1½ T	2 T	8	8	48	—	
Blacksmiths' helpers, . . .	.41	—	—	1½ T	2 T	8	8	48	—	
Hardeners (first class), . . .	.523	—	—	1½ T	2 T	8	8	48	—	
Hardeners (second class), . .	.44	—	—	1½ T	2 T	8	8	48	—	
Pittsfield:										
Blacksmiths (first class), . .	.52½	\$4.77	\$26.26	\$0.76¼	\$0.76¼	9	5	50	12	
Welders (day work), . . . .	.50	4.50	25.00	.75	.75	9	5	50	12	
Quincy, . . . . .	.72½	—	—	1½ T	2 T	8	<sup>3</sup> 5	<sup>3</sup> 45	<sup>3</sup> 3	
Quincy (helpers), . . . . .	.46	—	—	1½ T	2 T	8	<sup>3</sup> 5	<sup>3</sup> 45	<sup>3</sup> 3	
Shelburne:										
Drop hammerers, . . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Rolling mill workers, . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Trip hammerers, . . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Springfield:										
Blacksmiths, . . . . .	.50	—	—	2 T	2 T	9	5	50	12	
Blacksmiths' helpers, . . . .	.36	—	—	2 T	2 T	9	5	50	12	
<b>Boilermakers and Helpers.</b>										
Boston:										
Boilermakers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Boilermakers' helpers, . . .	.46	—	—	1½ T	2 T	8	8	48	3	
Calkers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Chippers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Drillers, . . . . .	.60	—	—	1½ T	2 T	8	8	48	3	
Flange turners, . . . . .	.75	—	—	1½ T	2 T	8	8	48	3	
Holders-on, . . . . .	.50	—	—	1½ T	2 T	8	8	48	3	
Planer hands, . . . . .	.55	—	—	1½ T	2 T	8	8	48	3	
Rivet heaters, . . . . .	.40	—	—	1½ T	2 T	8	8	48	3	
Slab furnace men, . . . . .	.75	—	—	1½ T	2 T	8	8	48	3	
Framingham, . . . . .	.30	2.70	15.00	4 —	4 —	9	<sup>5</sup> 9	<sup>5</sup> 54	<sup>5</sup> 3	
New Bedford, . . . . .	.55	4.95	27.50	2 T	2 T	9	5	50	12	
New Bedford (helpers), . . .	.40½	3.64½	20.25	2 T	2 T	9	5	50	12	
<b>Can Makers.</b>										
Boston, . . . . .	{ .28 .47 .55	{ 3.00 4.00 5.00	{ 18.00 23.00 27.00	1½ T	1½ T	7 9	4½	50	12	

<sup>1</sup> Rate awarded by Shipping Board.<sup>2</sup> 2 T on Sundays; members working for the Government are paid for holidays; when they work on holidays, they are paid 1½ T extra.<sup>3</sup> During 3 months, work 4 hours on Saturday, 44 hours a week.<sup>4</sup> 1½ T for shop work, 2 T for outside work.<sup>5</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.<sup>6</sup> Range of rates according to work; no scale.<sup>7</sup> Work 9½ hours on Friday.

TABLE 6. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Cutting Die and Cutter Makers.</b>										
Brockton:										
Finishers, . . . . .	—	—	<sup>1</sup> \$22.00	1½ T	2 T	8¾	4¾	48	12	
Forgers, . . . . .	—	—	<sup>1</sup> 30.35	1½ T	2 T	8¾	4¾	48	12	
Grinders, . . . . .	—	—	<sup>1</sup> 19.21	1½ T	2 T	8¾	4¾	48	12	
Polishers, . . . . .	—	—	<sup>1</sup> 19.21	1½ T	2 T	8¾	4¾	48	12	
Haverhill, . . . . .	<sup>2</sup> \$0.50 .50 .65 .70	—	—	1½ T	2 T	8¾	4¾	48	12	
Lowell:										
Finishers, . . . . .	.53	—	—	1½ T	2 T	8	8	48	—	
Gaugers, . . . . .	.53	—	—	1½ T	2 T	8	8	48	—	
Grinders, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—	
Polishers, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—	
Reducers, . . . . .	.52	—	—	1½ T	2 T	8	8	48	—	
Roughers-out, . . . . .	.52	—	—	1½ T	2 T	8	8	48	—	
Marlborough:										
Finishers, . . . . .	—	\$3.60	21.60	1½ T	2 T	8¾	4¾	48	12	
Forgers, . . . . .	—	5.00	30.00	1½ T	2 T	8¾	4¾	48	12	
Worcester (apprentices), . . . . .	—	2.25	—	1½ T	2 T	8¾	4¾	48	12	
<b>Electrical Workers.</b>										
Lowell, . . . . .	<sup>3</sup> .60	—	—	1½ T	2 T	8	4	44	12	
Lowell (helpers), . . . . .	.35	—	—	1½ T	2 T	8	4	44	12	
Pittsfield:										
Cable splicers, . . . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12	
Cranemen, . . . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12	
Wiremen, . . . . .	.35	3.15	17.50	1½ T	1½ T	9	5	50	12	
Wiremen's helpers, . . . . .	.28	2.52	14.00	1½ T	1½ T	9	5	50	12	
Quincy (cranemen), . . . . .	.70	—	—	1½ T	2 T	8	6	54	12	
<b>Firemen, Stationary.</b>										
Lowell:										
Firemen, . . . . .	—	—	<sup>5</sup> 25.50 26.88 28.00	— — 1½ T	— — 2 T	8 8 8	8 8 8	48 56 48	—	
<b>Gold Beaters.</b>										
Boston, . . . . .	—	—	23.00	—	—	9½	{ 5 6 }	{ 52½ 53½ }	12	
<b>Horseshoers.</b>										
Boston, . . . . .	—	—	26.00	<sup>7</sup> \$0.60	—	9	5	50	12	
Boston (firemen and floor-men), . . . . .	—	—	26.00	<sup>7</sup> .60	—	9	5	50	12	
Holyoke (firemen and floor-men), . . . . .	.50	4.50	25.00	.75	\$0.75	9	5	50	12	
Springfield (firemen and floor-men), . . . . .	—	—	25.00	.75	8—	9	5	50	12	
<b>Machinists.</b>										
Apprentices.										
Fall River, . . . . .	<sup>2</sup> .15 .25 .20— .32	—	—	9—	—	9¼	5¼	54	12	
Springfield, . . . . .	—	—	—	1½ T	2 T	8	8	48	—	

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>3</sup> Seventy-five cents per hour effective October 14, 1918.<sup>4</sup> Work 8 hours on Sunday.<sup>5</sup> Rates vary in different shops.<sup>6</sup> Two companies require 7-day week.<sup>7</sup> No overtime in summer; 60 cents per hour in winter.<sup>8</sup> No work on Sundays or holidays, but are paid for holidays.<sup>9</sup> Overtime, 1½ T in some establishments; 1½ T in others.



TABLE 6. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Machinists — Con.</b>										
<i>Apprentices — Con.</i>										
Worcester:										
First year, . . . . .	\$0.22	—	—	1½ T	2 T	9	3	48	12	
Second year, . . . . .	.28	—	—	1½ T	2 T	9	3	48	12	
Third year, . . . . .	.33	—	—	1½ T	2 T	9	3	48	12	
Fourth year, . . . . .	.38	—	—	1½ T	2 T	9	3	48	12	
<i>Assemblers.</i>										
Lynn, . . . . .	.33	—	—	1½ T	—	9	5	50	12	
Taunton (Union A), . . .	.27½	—	—	1½ T	1—	9	4½	49½	12	
<i>Filers.</i>										
Taunton (Union A), . . .	.30	—	—	1½ T	1—	9	4½	49½	12	
<i>Hardeners.</i>										
Springfield, . . . . .	{ .56— .62 }	—	—	1½ T	2 T	8	8	48	—	
<i>Helpers.</i>										
Fall River, . . . . .	2.25	—	—	3—	—	9¾	5¼	54	12	
Quincy, . . . . .	.46	—	—	1½ T	2 T	9½	5	52½	12	
Springfield, . . . . .	{ .30— .36 }	—	—	1½ T	2 T	8	8	48	—	
Taunton (Union A), . . .	.30	—	—	1½ T	1—	9	4½	49½	12	
Taunton (Union B), . . .	2.35	—	—	1½ T	2 T	4 9	4 4½	4 49½	12	
<i>Lathe Hands.</i>										
Lynn, . . . . .	.33	—	—	1½ T	—	9	5	50	12	
Taunton (Union A), . . .	.30	—	—	1½ T	1—	9	4½	49½	12	
<i>Machine Operators.</i>										
Taunton (Union A), . . .	.27½	—	—	1½ T	1—	9	4½	49½	12	
<i>Machinists (All-round).</i>										
Boston (Union A), . . .	.55	\$4.95	\$29.70	1½ T	1½ T	9	8	53	—	
Boston (Union B), . . .	{ .55 .60 .65 }	—	—	1½ T	2 T	{ 7 8 8 8 9 5 }	{ 5 4½ 5 }	{ 45 48 50 }	{ 12 12 12 }	
Brockton, . . . . .	—	—	26.25	—	—	9	5	50	12	
Fall River, . . . . .	{ .30— .50 }	—	—	3—	—	9¾	5¼	54	12	
Holyoke, . . . . .	.50	—	—	1½ T	1½ T	9	5	50	12	
Ludlow (first class), . . .	.62	6.20	33.48	1½ T	2 T	10	4	54	12	
Ludlow (second class), . .	.50	5.00	27.00	1½ T	2 T	10	4	54	12	
Lynn (Union A), . . . . .	.60	5.40	—	\$0.90	—	9	5	50	12	
Lynn (Union B), . . . . .	.38½	—	—	1½ T	—	9	5	50	12	
New Bedford, . . . . .	.52	—	—	1¼ T	1¼ T	9	9	54	—	
Peabody, . . . . .	{ .45— .60 }	—	—	1½ T	1½ T	9	5	50	12	
Quincy, . . . . .	.62½	—	—	1½ T	2 T	9½	5	52½	12	
Springfield (first class), .	{ .54— .60 }	—	—	1½ T	2 T	8	8	48	—	
Springfield (second class),	{ .46— .52 }	—	—	1½ T	2 T	8	8	48	—	
Taunton (Union B), . . .	{ .45— .60 }	—	—	—	—	4 9	4 4½	4 49½	12	

<sup>1</sup> In some shops, 1½ T; in others, 2 T.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> Overtime, 1¼ T in some establishments; 1½ T in others.

<sup>4</sup> 8-hour day (48-hour week) on Government work.

<sup>5</sup> Work 53 hours a week, but are paid for 54 hours.

<sup>6</sup> Minimum rates in different establishments.

<sup>7</sup> Hours vary in different establishments.

<sup>8</sup> Prevailing rates in different establishments; no agreement establishing a minimum.

<sup>9</sup> Prevailing range of rates; no agreement establishing a minimum.

TABLE 6. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Machinists — Con.									
Machinists (All-round) — Con.									
Waltham, . . . . .	\$0.60	\$6.00	\$33.00	1½ T	1½ T	10	5	55	12
Westborough, . . . . .	.50	4.25	24.00	1½ T	1½ T	8½	5½	48	12
Westfield, . . . . .	.62	5.58	—	1½ T	2 T	9	19	54	13
Worcester, . . . . .	.50	—	—	1½ T	2 T	9	3	48	12
Planer Hands.									
Lynn, . . . . .	38½	—	—	1½ T	—	9	5	50	12
Springfield, . . . . .	2.54½	—	—	1½ T	2 T	8	8	48	—
Taunton (Union A), . . . .	.60	—	—	1½ T	3—	9	4½	49½	12
Specialists.									
Boston (Union B), . . . .	.65	—	—	1½ T	2 T	8¾	4¾	48	12
Quincy, . . . . .	.52	—	—	1½ T	2 T	9½	5	52½	12
Worcester, . . . . .	.40	—	—	1½ T	2 T	9	3	48	12
Stampers.									
Springfield, . . . . .	.42	—	—	1½ T	2 T	8	8	48	—
Stock Men.									
Springfield, . . . . .	.40	—	—	1½ T	2 T	8	8	48	—
Tool Makers.									
Lynn, . . . . .	.44	—	—	1½ T	—	9	5	50	12
Peabody, . . . . .	1.60	—	—	1½ T	1½ T	9	5	50	12
Quincy, . . . . .	.72½	—	—	1½ T	2 T	9½	5	52½	12
Taunton (Union B), . . . .	6.50—	—	—	1½ T	2 T	69	64½	649½	12
Westborough, . . . . .	.63	4.67½	26.40	1½ T	1½ T	8½	5½	48	12
Worcester, . . . . .	.60	—	—	1½ T	2 T	9	3	48	12
Turners.									
Lynn, . . . . .	.35¾	—	—	1½ T	—	9	5	50	12
Taunton (Union A), . . . .	.45	—	—	1½ T	7—	9	4½	49½	12
Metal Polishers, Buffers, and Platers.									
Apprentices.									
Boston, . . . . .	—	{ 8 1.75— 3.75 }	—	1½ T	2 T	8	8	48	—
Brass Finishers.									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
Buffers.									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
Taunton, . . . . .	.44½	4.00	24.00	1½ T	2 T	9	9	54	—
Watertown, . . . . .	—	4.25	—	—	—	9	9	54	—
Westfield, . . . . .	.60	5.40	32.40	1½ T	2 T	9	99	954	93
Platers.									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
Taunton, . . . . .	.50	4.50	27.00	1½ T	2 T	9	9	54	—
Watertown, . . . . .	—	4.25	—	—	—	9	9	54	—

<sup>1</sup> 9-hour day except during June, July, and August, when men work 5 hours on Saturday and 4½ hours on Sunday, 54½ hours a week.

<sup>2</sup> Range of rates.

<sup>3</sup> In some shops 1½ T; in others, 2 T.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum.

<sup>6</sup> 8-hour day (48-hour week) on Government work.

<sup>7</sup> In some shops, 1½ T; in others, 2 T.

<sup>8</sup> Rates increase gradually during first three years from \$1.75 a day to \$3.75.

<sup>9</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

TABLE 6. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Metal Polishers, Buffers, and Platers — Con.</b>										
<i>Polishers.</i>										
Amesbury, . . . . .	\$0.44 $\frac{2}{3}$	\$4.00	\$24.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Boston, . . . . .	—	—	25.00	1 $\frac{1}{2}$ T	2 T	8	8	48	—	
Montague, . . . . .	.48 $\frac{2}{3}$	4.38	—	1 $\frac{1}{2}$ T	—	9	9	54	—	
Northampton, . . . . .	.49	4.40	26.40	\$0.73 $\frac{1}{2}$	—	9	1 <sup>9</sup>	54	1 <sup>3</sup>	
Pittsfield, . . . . .	2.50	24.50	25.00	1 $\frac{1}{2}$ T	—	9	5	50	12	
Springfield, . . . . .	3.48	—	—	1 $\frac{1}{2}$ T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
	.58					8 $\frac{2}{3}$	4 $\frac{2}{3}$	48		
	.60					9	5	50		
	.44 $\frac{1}{2}$					9	9	54		
Taunton, . . . . .	—	4.00	24.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Watertown, . . . . .	—	4.00	—	—	—	9	9	54	—	
Westfield, . . . . .	.60	5.40	32.40	1 $\frac{1}{2}$ T	2 T	9	1 <sup>9</sup>	54	1 <sup>3</sup>	
<b>Molders.</b>										
<i>Brass Molders.</i>										
Boston, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Chelsea, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Lawrence, . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Salem, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Springfield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
<i>Coremakers.</i>										
Boston (brass), . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Chicopee, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Fall River (iron), . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Franklin (iron), . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Greenfield, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12	
Lawrence (brass and iron), . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Newburyport, . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Northampton, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	—	9	1 <sup>9</sup>	54	1 <sup>3</sup>	
Norwood, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	8	53	—	
Pittsfield (iron), . . . . .	.46	4.14	24.84	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8 <sup>9</sup>	8 <sup>9</sup>	54	5 <sup>4</sup>	
Plymouth (iron), . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Springfield (brass and iron), . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Taunton (iron), . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Worcester (iron), . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
<i>Iron Molders.</i>										
Boston, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Chicopee, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Fall River, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Fitchburg, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Franklin, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Greenfield, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12	
Lawrence, . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Newburyport, . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
North Adams, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Northampton, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	—	9	1 <sup>9</sup>	54	1 <sup>3</sup>	
Norwood, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	8	53	—	
Pittsfield, . . . . .	.46	4.14	24.84	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8 <sup>9</sup>	8 <sup>9</sup>	54	5 <sup>4</sup>	
Plymouth, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Salem, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Springfield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Taunton, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	
Wakefield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	—	9	9	54	—	
Waltham, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—	

<sup>1</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.<sup>2</sup> Mostly piece work.<sup>3</sup> Rates and hours vary in different plants.<sup>4</sup> Work 50 hours a week, but are paid for 54 hours.<sup>5</sup> During 4 months, work 10 hours on 5 days, 4 hours on Saturday, 54 hours a week.

TABLE 6. METALS AND MACHINERY—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Molders — Con.</b>									
<i>Iron Molders — Con.</i>									
Watertown, . . . . .	—	\$5.00	—	1½ T	2 T	8½	8½	51	—
Westfield, . . . . .	\$0.55½	5.00	\$30.00	\$0.75	\$1.00	9	9	54	—
Westfield (rammers), . . . . .	.55½	5.00	30.00	.75	1.00	9	9	54	—
Worcester, . . . . .	—	5.25	—	1½ T	2 T	9	9	54	—
<i>Molding Machine Operators.</i>									
Lowell, . . . . .	—	5.25	—	1½ T	2 T	9	9	54	—
Plymouth, . . . . .	—	5.00	30.00	1½ T	2 T	9	9	54	—
Taunton, . . . . .	—	5.00	—	1½ T	2 T	9	9	54	—
Westfield, . . . . .	.55½	5.00	30.00	1½ T	2 T	9	9	54	—
<b>Pattern Makers.<sup>1</sup></b>									
Springfield, . . . . .	.75	—	—	2 T	2 T {	2 8 8½	2 8 4½	48 48	2 — 12
<b>Plumbers and Steam Fitters.</b>									
Pittsfield:									
Gang bosses, . . . . .	.52	4.68	26.00	1½ T	1½ T	9	5	50	12
Plumbers, . . . . .	.46	4.14	23.00	1½ T	1½ T	9	5	50	12
Sheet metal workers, . . . . .	.50	4.50	25.00	1½ T	1½ T	9	5	50	12
Sheet metal workers' helpers, . . . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12
Steam fitters, . . . . .	.46	4.14	23.00	1½ T	1½ T	9	5	50	12
Steam fitters' helpers, . . . . .	.30	—	—	1½ T	1½ T	9	5	50	12
<b>Sheet Metal Workers.</b>									
Lowell (first class), . . . . .	.68	—	—	1½ T	2 T	—	—	48	—
Lowell (second class), . . . . .	.60	—	—	1½ T	2 T	—	—	48	—
Lowell (first year), . . . . .	.25	—	—	1½ T	2 T	—	—	48	—
Lowell (cartridge solderers), . . . . .	.50	—	—	1½ T	2 T	—	—	48	—
Springfield (bench workers), . . . . .	.40	—	—	1½ T	2 T	8½	4½	48	12
<b>Stove Mounters.</b>									
Taunton, . . . . .	.40	3.60	—	1½ T	1½ T	9	9	54	—
Watertown, . . . . .	—	3.62	—	1½ T	2 T	9	9	54	—
<b>Stove Supply Handlers.</b>									
<i>Shippers.</i>									
Boston:									
Ten to twelve years, . . . . .	—	—	18.00	1½ T	2 T	3 9½	3 9½	3 57	5
Twelve to fifteen years, . . . . .	—	—	21.00	1½ T	2 T	3 9½	3 9½	3 57	5
Fifteen years or more, . . . . .	—	—	24.00	1½ T	2 T	3 9½	3 9½	3 57	5
<i>Stockmen.</i>									
Boston:									
Six to nine years, . . . . .	—	—	16.50	1½ T	2 T	3 9½	3 9½	3 57	5
Nine to twelve years, . . . . .	—	—	18.00	1½ T	2 T	3 9½	3 9½	3 57	5
Twelve to fifteen years, . . . . .	—	—	19.50	1½ T	2 T	3 9½	3 9½	3 57	5
Fifteen years or more, . . . . .	—	—	22.50	1½ T	2 T	3 9½	3 9½	3 57	5

<sup>1</sup> See also on page 93 for rates for wood pattern makers.<sup>2</sup> In job shops, work eight hours a day, 48 hours a week during entire year; in manufacturing shops, work 8½ hours a day on five days a week and 4½ hours on Saturday during entire year.<sup>3</sup> During five months, work 8½ hours on five days, 5½ hours on Saturday, 48 hours a week.

TABLE 7. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Paper Makers.</b>									
<i>Backtenders.</i>									
Fitchburg, . . . . .	\$0.41½	\$3.35	\$20.10	-	-	8	8	48	-
Holyoke:									
Coarse mill, . . . . .	.50	4.00	24.00	2 T	2 T	8	8	48	-
Fine mill, . . . . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
Large machine, . . . . .	.53	4.24	25.44	2 T	2 T	8	8	48	-
Montague (Union A, coarse mill), . . . . .	.53	4.24	25.44	Reg.	1½ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.50	4.00	24.00	2 T	1½ T	8	8	48	-
Montague (Union C), . . . . .	-	{ 3.57½ 4.00 }	-	1½ T	2 T	8	8	48	-
<i>Beater Engineers.</i>									
Montague (first helpers, Union C), . . . . .	-	3.30	-	1½ T	2 T	8	8	48	-
Montague (second helpers, Union C), . . . . .	-	3.20	-	1½ T	2 T	8	8	48	-
<i>Beatermen.</i>									
Fitchburg, . . . . .	.43½	3.45	20.70	-	-	8	8	48	-
Holyoke, . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union A), . . . . .	.59	4.72	28.32	Reg.	1½ T	8	8	48	-
Montague (Union B), . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union C), . . . . .	-	{ 4.90 6.05 }	-	1½ T	2 T	8	8	48	-
<i>Beatermen's Helpers.</i>									
Fitchburg, . . . . .	.37½	3.00	18.00	-	-	8	8	48	-
<i>Calender Workers.</i>									
Fitchburg, . . . . .	.43½	3.45	20.70	-	-	8	8	48	-
Fitchburg (helpers), . . . . .	.37½	3.00	18.00	-	-	8	8	48	-
Holyoke (sheet calender helpers), . . . . .	.40	-	20.00	2 T	2 T	9	5	50	12
Montague (sheet calender workers, women) (Union C), . . . . .	-	-	13.20	1½ T	2 T	9	5	50	12
Montague (super-calender men, Union C), . . . . .	-	-	20.13	1½ T	2 T	9	5	50	12
<i>Counters.</i>									
Holyoke, . . . . .	.47	-	23.50	2 T	2 T	9	5	50	12
<i>Cutters, Paper.</i>									
Holyoke (women), . . . . .	.28	2.52	14.00	2 T	2 T	9	5	50	12
Montague (women, Union C), . . . . .	-	-	15.40	1½ T	2 T	9	5	50	12
<i>Finishers.</i>									
Fitchburg, . . . . .	.43½	3.45	20.70	-	-	8	8	48	-
<i>Fourth Hands.</i>									
Holyoke, . . . . .	.43	3.44	20.64	2 T	2 T	8	8	48	-
Montague (large machine, Union A), . . . . .	.42	3.36	20.16	2 T	2 T	8	8	48	-
<i>Knife Men.</i>									
Holyoke, . . . . .	.51	-	25.50	2 T	2 T	9	5	50	12
<i>Loftmen.</i>									
Holyoke (day work), . . . . .	.42	-	21.00	2 T	2 T	9	5	50	12
Holyoke (tour work), . . . . .	.44	-	21.12	2 T	2 T	8	8	48	-
Montague (Union C), . . . . .	.37½	-	-	1½ T	2 T	8	8	48	-

<sup>1</sup> Minimum rates in different establishments.



TABLE 7. PAPER AND PULP MANUFACTURING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Paper Makers — Con.</b>									
<i>Machine Tenders.</i>									
Fitchburg, . . . . .	\$0.55½	\$4.45	\$26.70	-	-	8	8	48	-
<i>Holyoke:</i>									
Coarse machine, . . . .	.69	5.52	33.12	2 T	2 T	8	8	48	-
Fine machine, . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Large machine, . . . . .	.72	5.76	34.56	2 T	2 T	8	8	48	-
Small machine, . . . . .	.62	4.96	29.76	2 T	2 T	8	8	48	-
Montague (Union A, large machine), . . . . .	.68	5.44	32.64	Reg.	1½ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.65	5.20	31.20	Reg.	1½ T	8	8	48	-
Montague (Union B), . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union C), . . . .	- {	<sup>1</sup> 5.22½ 6.05 }	-	1½ T	2 T	8	8	48	-
<i>Platers, Paper.</i>									
Montague (men, Union C), . .	-	-	21.15	1½ T	2 T	9	5	50	12
Montague (women, Union C),	-	- {	<sup>1</sup> 12.20 13.75 }	1½ T	2 T	9	5	50	12
<i>Rag Room Girls.</i>									
Montague (Union C), . . . .	-	-	11.00	1½ T	2 T	9	5	50	12
<i>Sealers.</i>									
Holyoke, . . . . .	.43	-	21.50	2 T	2 T	9	5	50	12
Montague (Union C, women),	-	-	15.40	1½ T	2 T	9	5	50	12
<i>Shippers.</i>									
Holyoke, . . . . .	.51	-	25.50	2 T	2 T	9	5	50	12
Holyoke (helpers), . . . .	.43	-	21.50	2 T	2 T	9	5	50	12
<i>Sorters, Paper.</i>									
Montague (Union C, women),	-	-	15.40	1½ T	2 T	9	5	50	12
<i>Stationary Firemen.</i>									
Fitchburg, . . . . .	.45	3.60	25.20	Reg.	Reg.	8	8	56	-
Holyoke, . . . . .	.47½	-	-	-	-	8	8	56	-
<i>Third Hands.</i>									
Fitchburg, . . . . .	.37½	3.00	18.00	-	-	8	8	48	-
Holyoke (large machine), . .	.50	4.00	24.00	2 T	2 T	8	8	48	-
Holyoke (small machine), . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
Montague (Union A, large machine), . . . . .	.46	3.68	22.08	Reg.	1½ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.45	3.60	21.60	Reg.	1½ T	8	8	48	-
Montague (Union C), . . . .	- {	<sup>1</sup> 2.75 3.40 }	-	1½ T	2 T	8	8	48	-
<i>Trimmers.</i>									
Montague (Union C), . . . .	-	-	23.15	1½ T	2 T	9	5	50	12
<i>Washermen.</i>									
Fitchburg, . . . . .	.42½	3.40	20.40	-	-	8	8	48	-
Holyoke, . . . . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
<b>Pulp, Sulphite, and Paper Mill Workers.</b>									
<i>Northampton:</i>									
Acid makers, . . . . .	-	3.45	-	1½ T	1½ T	8	8	48	-
Acid testers, . . . . .	-	2.10	-	1½ T	1½ T	8	8	48	-
Blacksmiths, . . . . .	-	3.75	-	1½ T	1½ T	9	9	54	-

<sup>1</sup> Minimum rates in different establishments.

TABLE 7. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Pulp, Sulphite, and Paper Mill Workers — Con.</b>									
Northampton — Con.									
Blacksmiths' helpers, . . . . .	—	\$3.00	—	1½ T	1½ T	9	9	54	—
Bleachers, . . . . .	—	3.25	—	1½ T	1½ T	8	8	48	—
Bleach mixers, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	—
Blow pit men, . . . . .	—	3.15	—	1½ T	1½ T	8	8	48	—
Carrier men, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—
Chipper men, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—
Coal handlers, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—
Cooks, . . . . .	—	3.95	—	1½ T	1½ T	8	8	48	—
Cooks' helpers, . . . . .	—	3.10	—	1½ T	1½ T	8	8	48	—
Oilers, . . . . .	—	3.25	—	1½ T	1½ T	9	9	54	—
Pressmen, head, . . . . .	—	3.45	—	1½ T	1½ T	8	8	48	—
Pressmen, . . . . .	—	3.15	—	1½ T	1½ T	8	8	48	—
Pulp loaders, . . . . .	—	3.25	—	1½ T	1½ T	8	8	48	—
Pulp loaders' helpers, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	—
Screen men, . . . . .	—	3.25	—	1½ T	1½ T	8	8	48	—
Steamfitters, assistant, . . . . .	—	3.75	—	1½ T	1½ T	9	9	54	—
Steamfitters (foremen), . . . . .	—	4.50	—	1½ T	1½ T	9	9	54	—
Steamfitters' helpers, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—
Store room men, . . . . .	—	3.05	—	1½ T	1½ T	9	9	54	—
Teamsters, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—
Wood loaders, . . . . .	—	3.00	—	1½ T	1½ T	9	9	54	—

TABLE 8. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Bookbinders.</b>									
<i>Banders, Head, and Liners.</i>									
Boston, . . . . .	-	-	\$23.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
<i>Banders, Head (Women).</i>									
Boston, . . . . .	\$0.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Board Cutters.</i>									
Boston, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
<i>Bookbinders, General (Women).</i>									
Boston, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Book Pastors.</i>									
Boston, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
<i>Book Repairers.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge (women), . . . . .	.24	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood (women), . . . . .	.24	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Book Trimmers.</i>									
Boston, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casers-in, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casers-in, Machine.</i>									
Boston, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casing-in Machine Men on Presses — One Man to Machine.</i>									
Boston, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
<i>Case or Cover Makers, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
<i>Case or Cover Makers, Head (Women).</i>									
Boston, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-

<sup>1</sup> 48 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day.	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays.	Monday to Friday	Saturday.		
Bookbinders — Con.									
Case or Cover Makers, Machine.									
Boston, . . . . .	—	—	\$24.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
Examiners, Book.									
Norwood (women), . . .	\$0.23	—	—	1½ T	2 T	1—	1—	148	1—
Finishers.									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Folding Machine Operators.									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Folding Machine Operators, End Paper (Women).									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Folding Machine, Quad Machine Operators, and Double 16.									
Boston, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Forwarders.									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Gathering Machine Operators.									
Boston, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	147	1—
Cambridge, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	148	1—
Norwood (girls), . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Gilders.									
Boston, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
Gluing-off Machine Operators.									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Gold Layers (Women).									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Gold Leaf Laying Machine Operators (Women).									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—

1 48 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.

TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders — Con.</b>									
<i>Pagers and Numberers (Women).</i>									
Boston, . . . . .	\$0.23	—	—	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
<i>Pasting Machine Operators.</i>									
Boston, . . . . .	—	—	\$20.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	1 48	1—
<i>Pasting Machine Operators, End Blank (Women).</i>									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	1 48	1—
<i>Roller Backers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	1 48	1—
<i>Rounding and Backing Machine Operators.</i>									
Boston, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	1 48	1—
<i>Sewers, Hand (Women).</i>									
Boston, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
<i>Sheet Stock Cutters.</i>									
Boston, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	1 48	1—
<i>Sheet Stock Handlers.</i>									
Boston, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	1 48	1—
<i>Smashing Machine Operators.</i>									
Boston, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	1 48	1—
<i>Stampers and Inkers.</i>									
Boston, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	1 48	1—
<i>Stock Cutters.</i>									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	1 48	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	1 48	1—
<i>Tape Sewing Machine Operators (Women).</i>									
Boston, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	1 48	1—

1 48 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.



TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Compositors.									
Admen. <sup>1</sup>									
Brockton (newspaper), <sup>2</sup>	\$0.50	\$4.00	\$24.00	3-	2 T	8	8	48	-
Fall River (newspaper), <sup>4</sup>	-	-	22.00	1½ T	2 T	8	8	48	-
Haverhill (newspaper, day), <sup>5</sup>	-	-	20.00	1½ T	1½ T	8	8	48	-
Lynn (newspaper, day), <sup>2</sup>	-	-	24.00	1½ T	2 T	7	6	41	-
Lynn (newspaper, night), <sup>2</sup>	-	-	27.00	1½ T	2 T	7	6	41	-
Newburyport (newspaper),	-	-	18.00	-	-	6 ¾	5 ¾	48	12
Springfield (newspaper, day), <sup>7</sup>	-	-	23.00	8-	8-	8	8	48	-
Springfield (newspaper, night), <sup>7</sup>	-	-	26.50	8-	Reg.	8	8	48	-
Apprentices.									
Boston (newspaper):									
Third year, day,	-	-	9 18.00	-	-	7	7	42	-
Third year, night,	-	-	9 19.00	-	-	7	7	42	-
Fourth year, day,	-	-	9 21.00	-	-	7	7	42	-
Fourth year, night,	-	-	9 22.00	-	-	7	7	42	-
Fifth year, day,	-	-	9 24.00	-	-	7	7	42	-
Fifth year, night,	-	-	9 25.00	-	-	7	7	42	-
Boston (book and job):									
Third year (first six months),	-	-	10.00	-	-	8	8	48	10-
Third year (second six months),	-	-	11.00	-	-	8	8	48	10-
Fourth year (first six months),	-	-	12.00	-	-	8	8	48	10-
Fourth year (second six months),	-	-	14.00	-	-	8	8	48	10-
Fifth year (first six months),	-	-	16.00	-	-	8	8	48	10-
Fifth year (second six months),	-	-	18.00	-	-	8	8	48	10-
Brockton (book and job, fourth year),	-	-	16.00	3-	2 T	8¾	4¾	48	11-
Brockton (newspaper, fourth year),	-	-	16.00	3-	2 T	8	8	48	-
Fall River (newspaper, day):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	15.00	-	-	8	8	48	-
Holyoke (newspaper, third year),	-	-	13.00	1½ T	1½ T	8	8	48	-
Holyoke (newspaper, fifth year),	-	-	16.00	1½ T	1½ T	8	8	48	-
Lawrence (book and job):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	16.00	-	-	8	8	48	-
Lawrence (newspaper):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	16.00	-	-	8	8	48	-

<sup>1</sup> See also notes under Newspaper Compositors on page 59.<sup>2</sup> Bankmen, make-ups, linotype machine operators, and proof readers receive same rate of wages and work same hours.<sup>3</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>4</sup> All newspaper floormen receive same rate of wages and work same hours.<sup>5</sup> Bankmen, monotype operators, and copy cutters receive same rate of wages and work same hours.<sup>6</sup> Work 9¼ hours on Thursday.<sup>7</sup> Floormen, casters, monotype operators, proof readers, and make-ups receive same rate of wages and work same hours.<sup>8</sup> Regular time plus 10 cents an hour.<sup>9</sup> Rate effective November 16, 1918.<sup>10</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 weekdays.<sup>11</sup> In some shops have Saturday half-holiday during 3 summer months; in others during 12 months.

TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Apprentices — Con.										
Lynn (book and job):										
First year, . . . . .	—	—	\$11.00	1—	2 T	8	8	48	—	
Second year, . . . . .	—	—	13.00	1—	2 T	8	8	48	—	
Third year, . . . . .	—	—	16.00	1—	2 T	8	8	48	—	
Fourth year, . . . . .	—	—	19.00	1—	2 T	8	8	48	—	
Fifth year, . . . . .	—	—	22.00	1—	2 T	8	8	48	—	
Lynn (newspaper):										
First year, . . . . .	—	—	7.00	1½ T	2 T	7	6	41	—	
Second year, . . . . .	—	—	8.00	1½ T	2 T	7	6	41	—	
Third year, . . . . .	—	—	10.00	1½ T	2 T	7	6	41	—	
Fourth year, . . . . .	—	—	13.00	1½ T	2 T	7	6	41	—	
Fifth year, . . . . .	—	—	16.00	1½ T	2 T	7	6	41	—	
Taunton (book and job):										
First year, . . . . .	—	—	4.00	—	—	8	8	48	—	
Second year, . . . . .	—	—	6.00	—	—	8	8	48	—	
Third year, . . . . .	—	—	8.00	—	—	8	8	48	—	
Fourth year, . . . . .	—	—	10.00	—	—	8	8	48	—	
Fifth year, . . . . .	—	—	12.00	—	—	8	8	48	—	
Taunton (newspaper):										
First year, . . . . .	—	—	4.00	1½ T	2 T	8	6	46	12	
Second year, . . . . .	—	—	6.00	1½ T	2 T	8	6	46	12	
Third year, . . . . .	—	—	8.00	1½ T	2 T	8	6	46	12	
Fourth year, . . . . .	—	—	12.00	1½ T	2 T	8	6	46	12	
Fifth year, . . . . .	—	—	15.00	1½ T	2 T	8	6	46	12	
Bankmen. <sup>3</sup>										
Book and Job Compositors.										
Boston (day), <sup>3</sup> . . . . .	—	—	26.50	1—	2 T	8	8	48	4—	
Boston (night), <sup>3</sup> . . . . .	—	—	30.50	5—	—	—	—	42	—	
Brockton (day), <sup>3</sup> . . . . .	—	—	23.00	1—	2 T	8½	4½	48	6—	
Fall River (day), . . . . .	—	—	19.00	1½ T	2 T	8	8	48	—	
Framingham (day), . . . . .	—	—	18.00	1½ T	2 T	8¾	4¼	48	12	
Greenfield (day), . . . . .	—	—	18.00	1½ T	2 T	8½	5	48	12	
Holyoke, <sup>3</sup> . . . . .	—	—	20.00	1½ T	2 T	8½	3½	48	12	
Hudson, . . . . .	\$0 35	—	—	1½ T	1½ T	8½	4½	47	12	
Lawrence (day), <sup>7</sup> . . . . .	—	—	22.00	1½ T	2 T	8	8	48	—	
Lowell (day), <sup>7</sup> . . . . .	—	—	22.00	1½ T	2 T	8½	4½	48	12	
Lynn (day), . . . . .	—	—	24.00	1—	2 T	8	8	48	—	
Lynn (night), . . . . .	—	—	28.00	—	2 T	7	7	42	—	
Marlborough (day), . . . . .	35	—	—	1½ T	1½ T	8½	4½	47	12	
New Bedford, <sup>7</sup> . . . . .	—	—	20.00	1½ T	2 T	8	8	48	9—	
Newburyport, . . . . .	—	—	18.00	—	—	10 8¼	5¾	48	12	
North Adams (day), <sup>11</sup> . . . . .	—	—	17.00	1½ T	2 T	8½	4½	48	12	
Northampton, <sup>7</sup> . . . . .	—	—	15.00	1½ T	2 T	8½	5½	48	12	
Pittsfield (day), <sup>7</sup> . . . . .	—	—	18.00	1½ T	2 T	8	5	45	12	
Springfield (day), <sup>12</sup> . . . . .	—	—	20.00	1—	2 T	8¾	4¼	48	12	
Waltham, . . . . .	—	—	20.00	1½ T	—	8	8	48	—	
Worcester (day), <sup>12</sup> . . . . .	—	—	16.50	1½ T	2 T	8	8	48	—	
Worcester (foreign languages), . . . . .	—	—	21.50	1½ T	13—	8	8	48	—	

<sup>1</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>2</sup> See notes under Admen on page 56, and under Newspaper Compositors on page 59.

<sup>3</sup> Same rates of wages and same hours apply to all journeymen in composing room except linotype machine operators and machine tenders.

<sup>4</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>5</sup> 1½ T for first 5 hours; then 2 T.

<sup>6</sup> In some shops have Saturday half-holiday during 3 summer months; in others during 12 months.

<sup>7</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>8</sup> On November 1, 1918, rate was increased to \$24.

<sup>9</sup> Job compositors have half-holiday but make up the 48 hours.

<sup>10</sup> Work 9¼ hours on Thursday.

<sup>11</sup> Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

<sup>12</sup> Stone men and proof readers receive same rate of wages and work same hours.

<sup>13</sup> Sundays, 2 T; holidays, 1½ T.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Compositors — Con.									
Copy Cutters. <sup>1</sup>									
Foremen.									
Brockton (book and job), . .	-	-	\$26.00	2-	2 T	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	2-
Fall River (book and job, day), . .	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	8	48	4-
Fall River (newspaper, day), . .	-	-	25.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lynn (book and job), . .	-	-	28.00	2-	2 T	8	8	48	-
Lynn (book and job, assistant), . .	-	-	26.00	2-	2 T	8	8	48	-
Lynn (newspaper, day), . .	-	-	30.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Lynn (newspaper, assistant), . .	-	-	25.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Newburyport (newspaper), . .	-	-	23.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{3}{4}$	5 $\frac{3}{4}$	48	12
Taunton (newspaper, day), . .	-	-	22.00	1 $\frac{1}{2}$ T	2 T	8	6	46	12
Machine Operators, Linotype.									
Boston (book and job):									
Operators, day, . .	-	-	28.50	2-	2 T	8	8	48	4-
Operators, night, . .	-	-	30.50	6-	6-	-	-	42	-
Apprentices (first 10 weeks), . .	-	-	15.00	-	-	8	8	48	4-
Apprentices (next five weeks), . .	-	-	18.00	-	-	8	8	48	4-
Brockton (newspaper), . .	\$0.50	\$4.00	24.00	2-	2 T	8	8	48	-
Fall River (book and job), . .	-	-	22.50	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Fall River (newspaper, day), . .	-	-	22.50	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Haverhill (book and job), . .	-	-	21.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	-
Haverhill (newspaper, day), <sup>7</sup> . .	-	-	21.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	-
Holyoke (book and job), <sup>8</sup> . .	-	-	23.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{5}{8}$	3 $\frac{5}{8}$	48	12
Holyoke (newspaper, day), <sup>9</sup> . .	-	-	23.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Holyoke (newspaper, night), <sup>9</sup> . .	-	-	27.00	1 $\frac{1}{2}$ T	2 T	-	-	45	-
Lawrence (book and job), . .	-	-	19.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lawrence (newspaper), . .	-	-	20.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lynn (book and job, day), . .	-	-	26.00	2-	2 T	8	8	48	-
Lynn (book and job, night), . .	-	-	28.00	-	2 T	7	7	42	-
Lynn (newspaper, day), <sup>9</sup> . .	-	-	24.50	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Lynn (newspaper, night), <sup>9</sup> . .	-	-	27.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Newburyport (newspaper), . .	-	-	18.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{3}{4}$	5 $\frac{3}{4}$	48	12
North Adams (day), . .	-	-	19.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Springfield (book and job, day), . .	-	-	21.50	2-	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Springfield (newspaper, day), . .	-	-	23.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	-	-	45	-
Springfield (newspaper, night), . .	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	-	-	45	-
Taunton (newspaper, day), <sup>9</sup> . .	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	6	46	12
Worcester (book and job), . .	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Worcester (foreign languages), . .	-	-	21.50	1 $\frac{1}{2}$ T	10-	8	8	48	-
Worcester (newspaper, day), . .	-	-	23.50	1 $\frac{1}{2}$ T	10-	8	8	48	-
Worcester (newspaper, night), . .	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	8	8	48	-
Machine Operators, Monotype. <sup>11</sup>									
Machine Tenders.									
Worcester (newspaper, day), . .	-	-	23.50	1 $\frac{1}{2}$ T	10-	8	8	48	-
Worcester (newspaper, night), . .	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	8	8	48	-

<sup>1</sup> See notes under Admen on page 56; Book Compositors on page 57; and Newspaper Compositors on page 59.<sup>2</sup> Before midnight, 1 $\frac{1}{2}$  T; after midnight, 2 T.<sup>3</sup> In some shops have Saturday half-holiday during three summer months; in others during 12 months.<sup>4</sup> In some cases have Saturday half-holiday and work not more than 8 $\frac{3}{4}$  hours on first 5 days of week.<sup>5</sup> Work 9 $\frac{1}{4}$  hours on Thursday.<sup>6</sup> 1 $\frac{1}{2}$  T for first 5 hours; then 2 T.<sup>7</sup> Machinists receive same rate of wages and work same hours.<sup>8</sup> Machinists and monotype operators receive same rate of wages and work same hours.<sup>9</sup> Monotype operators receive same rate of wages and work same hours.<sup>10</sup> Sundays, 2 T; holidays, 1 $\frac{1}{2}$  T.<sup>11</sup> See notes under Admen on page 56; Book and Job Compositors on page 57; Linotype Operators above; and Newspaper Compositors on page 59.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Compositors — Con.										
Machinists.										
Boston (linotype, book and job, day), . . . . .	—	—	\$28.50	1—	2 T	8	8	48	2—	
Brockton (newspaper), . . . . .	—	—	25.00	1—	2 T	8	8	48	—	
Holyoke (book and job), . . . . .	—	—	24.00	1½ T	2 T	8½	3½	48	12	
Holyoke (newspaper, day), . . . . .	—	—	24.00	1½ T	2 T	8	8	48	—	
Holyoke (newspaper, night), . . . . .	—	—	28.00	1½ T	2 T	—	—	45	—	
Lynn (book and job), . . . . .	—	—	28.50	1—	2 T	8	8	48	—	
Lynn (book and job, assistant), . . . . .	—	—	23.00	1—	2 T	8	8	48	—	
Lynn (newspaper, day), . . . . .	—	—	24.50	1½ T	2 T	7	6	41	—	
Lynn (newspaper, assistant), . . . . .	—	—	20.00	1½ T	2 T	7	6	41	—	
Newburyport (newspaper), . . . . .	—	—	21.00	1½ T	1½ T	8¾	5¾	48	12	
Springfield (book and job, day), . . . . .	—	—	25.00	1—	2 T	8¾	4¾	48	12	
Springfield (newspaper, day), . . . . .	—	—	26.50	1½ T	1½ T	8	8	48	—	
Machinist Operators.										
Lynn (book and job), . . . . .	—	—	26.00	1—	2 T	8	8	48	—	
Lynn (newspaper), . . . . .	—	—	24.50	1½ T	2 T	7	6	41	—	
Springfield (newspaper, night), . . . . .	—	—	28.50	1½ T	Reg.	—	—	45	—	
Taunton (newspaper, repairmen), . . . . .	—	—	21.00	1½ T	2 T	8	6	46	—	
Newspaper Compositors.										
Boston (day), <sup>5</sup> . . . . .	\$80.83	—	—	7—	2 T	—	—	42	—	
Boston (night), <sup>5</sup> . . . . .	87	—	—	7—	2 T	—	—	42	—	
Fall River (day), <sup>8</sup> . . . . .	—	—	22.00	9 1½ T	2 T	8	8	48	—	
Holyoke (day), <sup>10</sup> . . . . .	—	—	21.50	1½ T	2 T	8	8	48	—	
Holyoke (night), <sup>10</sup> . . . . .	—	—	25.00	1½ T	2 T	—	—	45	—	
Lawrence (day), <sup>11</sup> . . . . .	—	—	23.00	1½ T	2 T	8	8	48	—	
Lawrence (night), <sup>11</sup> . . . . .	—	—	23.50	1½ T	2 T	8	8	48	—	
Lowell (day), <sup>11</sup> . . . . .	—	—	24.00	1½ T	2 T	8	8	48	—	
New Bedford (day), <sup>12</sup> . . . . .	—	—	24.00	1½ T	2 T	8	8	48	—	
New Bedford (night), <sup>12</sup> . . . . .	—	—	26.00	1½ T	2 T	8	8	48	—	
North Adams (day), <sup>13</sup> . . . . .	—	—	17.00	1½ T	2 T	8	8	48	—	
Northampton, <sup>11</sup> . . . . .	—	—	16.50	1½ T	2 T	8	8	48	—	
Taunton, <sup>14</sup> . . . . .	—	—	18.00	1½ T	2 T	8	6	46	12	
Waltham, . . . . .	—	—	20.00	1½ T	—	8	8	48	—	
Worcester (newspaper, day), . . . . .	—	—	23.50	1½ T	15—	8	8	48	—	
Worcester (newspaper, night), . . . . .	—	—	26.50	1½ T	Reg.	8	8	48	—	
Worcester (foreign languages, daily papers), . . . . .	—	—	21.50	1½ T	15—	8	8	48	—	
Worcester (foreign languages, weekly papers), . . . . .	—	—	18.00	1½ T	15—	8	8	48	—	

<sup>1</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>2</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.<sup>3</sup> Work 9¼ hours on Thursday.<sup>4</sup> Receive \$1 additional for each machine under their charge.<sup>5</sup> Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof readers receive same rate of wages and work same hours.<sup>6</sup> Rate effective November 16, 1918.<sup>7</sup> Receive \$1 an hour for first three hours overtime; for all time over 45 hours, paid 1½ T.<sup>8</sup> Admen, bankmen, and make-ups receive same rate of wages and work same hours.<sup>9</sup> 1½ T for first six hours; then double time.<sup>10</sup> Admen, proof readers, and make-ups receive same rate of wages and work same hours.<sup>11</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.<sup>12</sup> Admen, bankmen, linotype machine operators, and make-ups receive same rate of wages and work same hours.<sup>13</sup> Monotype machine operators and make-ups receive same rate of wages and work same hours.<sup>14</sup> Admen receive same rate of wages and work same hours.<sup>15</sup> Sundays, 2 T; holidays, 1½ T.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Electrotypers.</b>										
<i>Apprentices.</i>										
Springfield:	—	—	<sup>1</sup> \$10.00	1½ T	2 T	8¾	4¼	48	12	
First year, . . . . .	—	—	<sup>1</sup> 11.50	1½ T	2 T	8¾	4¼	48	12	
Second year, . . . . .	—	—	<sup>1</sup> 13.00	1½ T	2 T	8¾	4¼	48	12	
Third year, . . . . .	—	—	<sup>1</sup> 15.00	1½ T	2 T	8¾	4¼	48	12	
Fourth year, . . . . .	—	—	<sup>1</sup> 17.00	1½ T	2 T	8¾	4¼	48	12	
Fifth year, . . . . .	—	—								
<i>Batterymen.</i>										
Boston, . . . . .	—	—	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
Springfield, . . . . .	—	—	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Bench Hands.</i>										
Springfield, . . . . .	—	—	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Blockers.</i>										
Boston, . . . . .	—	—	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Builders.</i>										
Boston, . . . . .	—	—	21.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
Springfield, . . . . .	—	—	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Casters.</i>										
Boston, . . . . .	—	—	21.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
Springfield, . . . . .	—	—	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Finishers.</i>										
Boston, . . . . .	—	—	25.20	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
Springfield, . . . . .	—	—	<sup>1</sup> 26.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Finishers' Helpers.</i>										
Boston, . . . . .	—	—	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
<i>Molders.</i>										
Boston, . . . . .	—	—	25.20	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12	
Springfield, . . . . .	—	—	<sup>1</sup> 26.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12	
<b>Lithographers.</b>										
<i>Commercial Artists, Designers, and Engravers.</i>										
Boston, . . . . .	—	—	25.00	1½ T	2 T	<sup>4</sup> 8¾	4½ <sup>12</sup>	47½	12	
Springfield (artists), . . . . .	—	—	35.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (engravers), . . . . .	—	—	32.00	1½ T	2 T	8¾	4¾	48	12	
<i>Press Feeders.</i>										
Boston, . . . . .	—	—	18.00	1½ T	2 T	<sup>6</sup> 8¾	4½	48	12	
Springfield, . . . . .	—	—	18.00	1½ T	2 T	8¾	4¾	48	12	
<i>Pressmen.</i>										
Boston, . . . . .	—	—	<sup>6</sup> —	1½ T	2 T	8¾	4¼	48	12	
Springfield (cardboard), . . . . .	—	—	30.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (paper), . . . . .	—	—	32.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (large presses), . . . . .	—	—	40.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (medium presses), . . . . .	—	—	35.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (small presses), . . . . .	—	—	30.00	1½ T	2 T	8¾	4¾	48	12	
Springfield (stone), . . . . .	—	—	27.00	1½ T	2 T	8¾	4¾	48	12	
<i>Stone and Plate Preparers.</i>										
Boston, . . . . .	—	—	18.00	1½ T	2 T	<sup>5</sup> 8¾	4½ <sup>12</sup>	48	12	
Springfield, . . . . .	—	—	25.00	1½ T	2 T	8¾	4¾	48	12	

<sup>1</sup> On October 29, 1918, wages were increased \$1.<sup>2</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>3</sup> Also 30 minutes for lunch with pay.<sup>4</sup> Friday, 8¾ hours.<sup>5</sup> Friday, 8½ hours.<sup>6</sup> Minimum rates \$25, \$26, \$27, \$28, \$30, \$37, and \$40, according to style of press.



TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Lithographers—Con.</b>									
<i>Transfer Men.</i>									
Boston, . . . . .	—	—	{ <sup>1</sup> \$25.00 28.00 30.00}	1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	—	—	30.00	1½ T	2 T	8¾	4¾	48	12
<b>Mailers.</b>									
Boston (day), . . . . .	—	\$3.33½	—	\$0.60	2—	7	7	42	—
Boston (night), . . . . .	—	3.33½	—	.60	2—	6½	6½	39	—
Boston (apprentices):									
First year, . . . . .	—	—	8.00	.60	2—	7	7	42	—
Second year, . . . . .	—	—	10.00	.60	2—	7	7	42	—
Third year, . . . . .	—	—	12.00	.60	2—	7	7	42	—
Fourth year, . . . . .	—	—	15.00	.60	2—	7	7	42	—
<b>News Writers.</b>									
Boston (writing labor news),	—	—	21.00	—	—	8	8	48	—
<b>Photo-Engravers.</b>									
Boston:									
Commercial (day), <sup>3</sup> . . . . .	—	—	21.00	1½ T	2 T	8½	4	48	12
Newspaper (day), <sup>4</sup> . . . . .	—	—	29.00	1½ T	Reg.	8	8	48	—
Newspaper (night), <sup>4</sup> . . . . .	—	—	32.00	1½ T	Reg.	8	8	48	—
Lynn, . . . . .	—	—	<sup>5</sup> 25.00	1½ T	2 T	<sup>6</sup> 8½	5	48	12
Springfield, <sup>7</sup> . . . . .	—	—	27.00	1½ T	2 T	<sup>8</sup> 9	4	48	12
<b>Press Feeders.</b>									
Boston:									
Assistants on one automatic feeding machine, . . . . .	—	—	22.00	9—	2 T	8¾	4¼	48	12
Assistants on two automatic feeding machines, . . . . .	—	—	23.00	9—	2 T	8¾	4¼	48	12
Assistants on rotary and magazine presses, . . . . .	—	—	24.00	9—	2 T	8¾	4¼	48	12
Cylinder press feeders, . . . . .	—	—	22.00	9—	2 T	8¾	4¼	48	12
Brockton:									
Cylinder feeders on two-roller presses, . . . . .	—	—	15.00	10—	2 T	8	8	48	11—
Cylinder feeders on four-roller presses, . . . . .	—	—	16.50	10—	2 T	8	8	48	11—
Holyoke (cylinder and job), . . . . .	—	—	14.00	1½ T	2 T	8¾	4¾	48	12
Lowell, . . . . .	—	—	20.00	1½ T	2 T	8¾	4¼	48	12
Springfield (cylinder), . . . . .	—	—	14.00	1½ T	2 T	8	8	48	—
Worcester (cylinder), . . . . .	—	—	15.00	10—	2 T	8	8	48	11—

<sup>1</sup> Color work under 52 inches, \$25; over 52 inches, \$28.

<sup>2</sup> Receive 2 T on July 4, Labor Day, Christmas and Thanksgiving and also on Sunday if at work the night previous; otherwise regular time is paid.

<sup>3</sup> Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.

<sup>4</sup> Same rate paid to photographers, negative turners, metal printers, etchers, routers, and blockers.

<sup>5</sup> Prevailing rate; no agreement establishing a minimum.

<sup>6</sup> Work 9 hours on Friday.

<sup>7</sup> Same rate paid to photographers, engravers, etchers, color artists, routers, blockers, and proofers.

<sup>8</sup> Work 8 hours on one day.

<sup>9</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>10</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.

<sup>11</sup> Men generally take Saturday half-holiday and make up time during week.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Printing Pressmen.										
Apprentices.										
Boston (web):										
First year, . . . . .	-	-	\$10.00	<sup>1</sup> Reg.	Reg.	8	8	<sup>2</sup> 48	-	-
Second year, . . . . .	-	-	12.00	<sup>1</sup> Reg.	Reg.					
Third year, . . . . .	-	-	14.00	<sup>1</sup> Reg.	Reg.	6	6	36	-	-
Fourth year, . . . . .	-	-	16.00	<sup>1</sup> Reg.	Reg.					
Fifth year, . . . . .	-	-	18.00	<sup>1</sup> Reg.	Reg.					
Fall River (web):										
First year, . . . . .	-	-	7.50	-	-	8	8	48	-	-
Second year, . . . . .	-	-	10.50	-	-	8	8	48	-	-
Third year, . . . . .	-	-	14.00	-	-	8	8	48	-	-
Fourth year, . . . . .	-	-	16.00	-	-	8	8	48	-	-
Fifth year, . . . . .	-	-	18.00	-	-	8	8	48	-	-
Lawrence (web):										
First year, . . . . .	-	-	7.00	1½ T	2 T	8	8	48	-	-
Second year, . . . . .	-	-	9.00	1½ T	2 T	8	8	48	-	-
Third year, . . . . .	-	-	10.00	1½ T	2 T	8	8	48	-	-
Fourth year, . . . . .	-	-	11.00	1½ T	2 T	8	8	48	-	-
Fifth year, . . . . .	-	-	15.00	1½ T	2 T	8	8	48	-	-
Springfield (web, newspaper):										
First year, . . . . .	-	\$2.00	-	1½ T	2 T	8	8	48	-	-
Second year, . . . . .	-	2.25	-	1½ T	2 T	8	8	48	-	-
Third year, . . . . .	-	2.50	-	1½ T	2 T	8	8	48	-	-
Fourth year, . . . . .	-	2.75	-	1½ T	2 T	8	8	48	-	-
Worcester (cylinder):										
First year, . . . . .	-	-	16.00	3-	2 T	8	4 8	48	-	-
Second year, . . . . .	-	-	17.50	3-	2 T	8	4 8	48	-	-
Third year, . . . . .	-	-	19.00	3-	2 T	8	4 8	48	-	-
Fourth year, . . . . .	-	-	21.00	3-	2 T	8	4 8	48	-	-
Cylinder.										
Boston (job shops), . . . . .	-	-	28.50	5-	2 T	-	-	48	-	4-
Boston (rotary press), . . . . .	-	-	33.50	5-	2 T	-	-	48	-	4-
Brockton, . . . . .	-	-	22.50	3-	2 T	-	-	48	-	-
Lawrence, . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-	-
Holyoke (assistants), . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12	12
Norwood, . . . . .	-	-	28.50	5-	2 T	8¾	4¾	48	12	12
Pittsfield, . . . . .	-	-	22.00	1½ T	2 T	-	-	48	12	12
Springfield (job shops), . . . . .	-	-	20.00	1½ T	2 T	8	8	48	-	-
Worcester (one or two cylinder presses), . . . . .	-	-	21.00	3-	2 T	8	4 8	48	-	-
Job.										
Boston, . . . . .	-	-	24.00	5-	2 T	-	-	48	-	4-
Boston (automatic), . . . . .	-	-	25.50	5-	2 T	8	4 8	48	-	-
Brockton, . . . . .	-	-	19.50	3-	2 T	-	-	48	-	-
Holyoke, . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12	12
Holyoke (assistants), . . . . .	-	-	17.00	1½ T	2 T	8¾	4¾	48	12	12
Lawrence, . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-	-
Lowell (platen press), . . . . .	-	-	22.00	1½ T	2 T	8¾	4¾	48	12	12
Lowell (cylinder press), . . . . .	-	-	25.00	1½ T	2 T	8¾	4¾	48	12	12
Norwood, . . . . .	-	-	24.00	5-	2 T	8¾	4¾	48	12	12
Pittsfield, . . . . .	-	-	16.00	1½ T	2 T	-	-	48	12	12
Springfield (platen press), . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-	-
Worcester (platen press), . . . . .	-	-	16.00	3-	2 T	8	4 8	48	-	-
Perfecting.										
Boston (cylinder), . . . . .	-	-	29.50	6-	2 T	-	-	48	-	4-
Norwood, . . . . .	-	-	29.50	5-	2 T	8¾	4¾	48	12	12

<sup>1</sup> Before 11.30 P.M. Saturday, 50 cents per hour; after 11.30 P.M. Saturday, receive journeymen's wages; other overtime, regular rate.

<sup>2</sup> Day work, 48 hours a week; night work, 36 hours.

<sup>3</sup> 1½ T to 10 P.M.; then 2 T.

<sup>4</sup> In most of the shops the men take Saturday half-holiday and make up time during the week.

<sup>5</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>6</sup> Prevailing wage; no agreement establishing a minimum.

TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Printing Pressmen — Con.									
Web.									
Boston, . . . . .	-	\$5.33	-	1 -	2 T	{ 6 8	{ 6 8	{ 2 36 48	-
Boston (journeymen), . . . . .	-	4.44	-	3 -	2 T	{ 6 8	{ 6 8	{ 2 36 48	-
Fall River (2-deck press, daily), . . . . .	-	-	\$25.00	-	-	8	8	48	-
Fall River (3-deck press, daily), . . . . .	-	-	30.00	-	-	8	8	48	-
Fall River (3-deck press, daily and Sunday), . . . . .	-	-	35.00	-	-	8	8	4 54	-
Holyoke, . . . . .	-	-	{ 25.00 27.00	1½ T	2 T	8	8	48	-
Lawrence, . . . . .	-	-	22.00	1½ T	2 T	8	8	48	-
Lowell (day), . . . . .	-	-	24.00	1½ T	2 T	8¾	4¼	48	12
Lowell (night), . . . . .	-	-	24.00	1½ T	2 T	8¾	4¼	48	12
Pittsfield, . . . . .	-	-	25.00	1½ T	2 T	-	-	48	12
Springfield (newspaper):									
First pressmen, . . . . .	-	4.42	-	1½ T	7 -	{ 8 8	{ 8 8	{ 8 48 56	-
Other pressmen, . . . . .	-	3.50	-	1½ T	7 -	{ 8 8	{ 8 8	{ 8 48 56	-
Worcester (men in charge), . . . . .	-	5.00	-	1½ T	9 -	{ 8 7	{ 8 7	{ 10 48 42	-
Worcester (other pressmen), . . . . .	-	-	23.00	1½ T	9 -	{ 8 7	{ 8 7	{ 10 48 42	-
Proof readers.									
Brockton, . . . . .	\$0.50	4.00	24.00	1½ T	2 T	8	8	48	11 -
Steel and Copper Plate Printers.									
Boston, <sup>12</sup> . . . . .	.60	-	-	1½ T	1½ T	8	5	45	12
Stereotypers.									
Apprentices.									
Fall River:									
First year, . . . . .	-	1.00	-	1½ T	2 T	8	13 8	13 48	13 4
Second year, . . . . .	-	1.50	-	1½ T	2 T	8	13 8	13 48	13 4
Third year, . . . . .	-	1.75	-	1½ T	2 T	8	13 8	13 48	13 4
Fourth year, . . . . .	-	2.00	-	1½ T	2 T	8	13 8	13 48	13 4
Fifth year, . . . . .	-	2.25	-	1½ T	2 T	8	13 8	13 48	13 4
Lowell:									
First year, . . . . .	-	-	6.00	1½ T	1½ T	7	14 7	14 42	14 5
Second year, . . . . .	-	-	9.00	1½ T	1½ T	7	14 7	14 42	14 5
Third year, . . . . .	-	-	12.00	1½ T	1½ T	7	14 7	14 42	14 5
Fourth year, . . . . .	-	-	15.00	1½ T	1½ T	7	14 7	14 42	14 5
Springfield:									
First and second years, . . . . .	-	2.00	-	1½ T	1½ T	{ 7 8	{ 8 8	{ 15 43 48	-
Third and fourth years, . . . . .	-	2.25	-	1½ T	1½ T	{ 7 8	{ 8 8	{ 15 43 48	-
Fifth year, . . . . .	-	2.50	-	1½ T	1½ T	{ 7 8	{ 8 8	{ 15 43 48	-

<sup>1</sup> From 5 P.M. to 11.30 P.M. on Saturday nights, 90 cents per hour; other overtime \$1.20 per hour.

<sup>2</sup> Day work, 48 hours a week; night work, 36 hours.

<sup>3</sup> From 5 P.M. to 11.30 P.M. on Saturday nights, 75 cents per hour; other overtime \$1 per hour.

<sup>4</sup> Work 6 hours on Sunday.

<sup>5</sup> 8 to 16 page, \$25; 24 to 48 page, \$27.

<sup>6</sup> Prevailing wage; no agreement establishing a minimum.

<sup>7</sup> Day work, 2 T; night work, regular time.

<sup>8</sup> Day work, 48 hours a week; night work, 56 hours.

<sup>9</sup> Day work, Sundays, 1½ T; holidays, regular time. Night work, regular time.

<sup>10</sup> Day work, 48 hours a week; night work, 42 hours.

<sup>11</sup> Men generally take Saturday half-holiday and make up time during week.

<sup>12</sup> Mostly piece work.

<sup>13</sup> During 4 months, work 5 hours on Saturday, 45 hours a week.

<sup>14</sup> During 5 months, work 2½ hours on Saturday, 37½ hours a week.

<sup>15</sup> Day work, 48 hours a week; night work, 43 hours.

TABLE 8. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Stereotypers — Con.</b>									
<i>Stereotypers.</i>									
Boston, . . . . .	-	\$4.50	-	<sup>1</sup> \$0.85	2 T	{ 6 7	6 7	<sup>2</sup> 36 42	- -
Fall River, . . . . .	-	-	\$21.00	1½ T	2 T	8	<sup>3</sup> 8	<sup>3</sup> 48	<sup>3</sup> 4
Fall River (foremen), . . . . .	-	-	25.00	1½ T	2 T	8	<sup>3</sup> 8	<sup>3</sup> 48	<sup>3</sup> 4
Lowell (day), . . . . .	-	-	18.00	1½ T	1½ T	7	<sup>4</sup> 7	<sup>4</sup> 42	<sup>4</sup> 5
New Bedford (day), . . . . .	-	-	24.00	-	2 T	8	8	56	-
New Bedford (night), . . . . .	-	-	21.00	-	2 T	8	8	48	-
New Bedford (foremen), . . . . .	-	-	28.00	-	2 T	8	8	48	-
Springfield (day), . . . . .	-	3.25	-	1½ T	1½ T	8	8	48	-
Springfield (night), . . . . .	-	3.75	-	1½ T	1½ T	7	8	43	-
Springfield (assistant foremen, day), . . . . .	-	5.25	-	1½ T	1½ T	8	8	48	-
Springfield (assistant foremen, night), . . . . .	-	5.75	-	1½ T	1½ T	7	8	43	-
Taunton, . . . . .	-	-	22.00	-	2 T	8	8	48	-
Worcester, . . . . .	-	4.00	-	1½ T	2 T	{ 8 7	8 7	<sup>5</sup> 48 42	- -

<sup>1</sup> Except overtime on Saturday for Sunday papers, when hourly rate is 76 cents.<sup>2</sup> Day work, 42 hours a week; night work, 36 hours.<sup>3</sup> During 4 months, work 5 hours on Saturday, 45 hours a week.<sup>4</sup> During 5 months, work 2½ hours on Saturday, 37½ hours a week.<sup>5</sup> Day work, 48 hours a week; night work, 42 hours.

TABLE 9. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Stone, Marble, and Quarry Workers.</b>										
<i>Granite Cutters.</i>										
Boston, <sup>1</sup>	—	\$4.80	—	1½ T	2 T	8	4	44	12	
Chelmsford, <sup>1</sup>	\$0.60	4.80	\$26.40	1½ T	2 T	8	4	44	12	
Chelmsford (surfacing machine cutters),	.63½	5.08	27.94	1½ T	2 T	8	4	44	12	
Chester, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Fall River, <sup>2</sup>	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Fall River (surfacing machine cutters),	.68¾	5.50	30.25	1½ T	2 T	8	4	44	12	
Gloucester, <sup>2</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Gloucester (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12	
Holyoke, <sup>3</sup>	.60	4.80	—	2 T	2 T	8	4	44	12	
Holyoke (surfacing machine cutters),	.66¾	5.30	—	2 T	2 T	8	4	44	12	
Lawrence, <sup>1</sup>	.60	—	—	1½ T	—	8	4	44	12	
Lawrence (surfacing machine cutters),	.63	—	—	1½ T	—	8	4	44	12	
Lowell, <sup>4</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Lynn, <sup>5</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Marlborough,	—	4.50	—	1½ T	2 T	8	4	44	12	
Milford, <sup>6</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Milford (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12	
Monson, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Monson (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12	
New Bedford, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
New Bedford (surfacing machine cutters),	.65	5.20	28.60	1½ T	2 T	8	4	44	12	
Quincy, <sup>5</sup>	—	4.80	—	1½ T	2 T	8	4	44	12	
Springfield,	.60	4.80	—	2 T	2 T	8	4	44	12	
Springfield (surfacing machine cutters),	.66¼	5.30	—	2 T	2 T	8	4	44	12	
Worcester, <sup>8</sup>	.60	—	—	9—	2 T	8	4	44	12	
Worcester (surfacing machine cutters),	.63	—	—	9—	2 T	8	4	44	12	
<i>Granite Polishers.</i>										
Quincy, <sup>10</sup>	—	4.80	—	1½ T	2 T	8	4	44	12	
<i>Marble Setters and Helpers.</i>										
Boston (helpers),	.42½	—	—	1½ T	2 T	8	4	44	12	
Springfield,	.75	—	—	2 T	2 T	8	4	44	12	
<i>Paving Cutters.</i>										
Boston,	.75	6.00	36.00	1½ T	1½ T	8	8	48	—	
Chelmsford (block),	.45	3.60	20.25	—	—	8	5	45	12	
Fall River (block),	.62½	5.00	27.50	—	—	8	4	44	12	
Gloucester (block),	.46	3.68	—	—	—	8	8	48	—	
Lowell,	.62½	5.00	27.50	—	2 T	8	4	44	12	
Rockport (block),	.46	—	—	—	—	8	8	48	—	

<sup>1</sup> Polishers and tool sharpeners receive same rate.

<sup>2</sup> Polishers, sawyers, and tool sharpeners receive same rate.

<sup>3</sup> Polishers and tool sharpeners receive same rate. Apprentices serve 3 years; receive \$1.25 a day for the first 6 months and an increase of 25 cents a day after each 6 months of service.

<sup>4</sup> Polishers, sawyers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>5</sup> Polishers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>6</sup> Blacksmiths, polishers, sawyers, and tool sharpeners receive same rate.

<sup>7</sup> No work on holidays.

<sup>8</sup> Tool sharpeners receive same rate.

<sup>9</sup> 1½ T except from darkness to dawn, when 2 T is paid.

<sup>10</sup> Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.



TABLE 9. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Stone, Marble, and Quarry Workers — Con.</b>									
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	\$0.85	—	—	2 T	2 T	8	4	44	12
Cutters and fitters, . . . .	.70	—	—	2 T	2 T	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	.85	—	—	2 T	2 T	8	4	44	12
Cutters and fitters, . . . .	.75	—	—	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.56¼	—	—	1½ T	2 T	8	4	44	12
Springfield, . . . . .	.56¼	—	—	1½ T	2 T	8	4	44	12
<i>Terrazzo Helpers.</i>									
Boston, . . . . .	.45	\$3.60	\$19.80	1½ T	2 T	8	4	44	12
<b>Other Quarry Employees.</b>									
<i>Blacksmiths.</i>									
Chester, . . . . .	.44	3.52	21.12	1¼ T	1¼ T	8	8	48	—
Milford, . . . . .	.60	—	—	1½ T	2 T	8	4	44	12
Milford (helpers), . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
<i>Derrickmen.</i>									
Chester, . . . . .	.30	2.40	14.40	1¼ T	1¼ T	8	8	48	—
Milford (second men), . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
Milford (third men), . . . .	.35	—	—	1½ T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	—
<i>Derrickmen, Head.</i>									
Chester, . . . . .	.31¼	2.50	15.00	1¼ T	1¼ T	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
Quincy, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—
<i>Drillers.</i>									
Quincy (steam), . . . . .	.50	—	—	1½ T	2 T	8	8	48	—
<i>Drill Runners, Air Plug.</i>									
Chester, . . . . .	.30	2.40	14.40	1¼ T	1¼ T	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	—
<i>Drill Runners, Tripod.</i>									
Chester, . . . . .	.35	2.80	16.80	1¼ T	1¼ T	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	—
<i>Engineers, Steam.</i>									
Chester, . . . . .	.37½	3.00	18.00	1¼ T	1¼ T	8	8	48	—
Milford (hoisting and port- able), . . . . .	.40	3.20	19.20	1¼ T	1¼ T	8	8	48	—
Quincy: . . . . .	.41½	3.32	18.26	1 —	2 T	8	4	44	12
First class, . . . . .	—	—	24.00	Reg.	2 T	8	8	48	—
Second class, . . . . .	—	—	21.00	Reg.	2 T	8	8	48	—
Third class, . . . . .	—	—	18.00	Reg.	2 T	8	8	48	—
Rockport (hoisting and port- able), . . . . .	.35	2.80	16.80	1½ T	1½ T	8	8	48	—
Rockport (operating revolv- ing locomotive cranes), . . . .	—	3.00	18.00	1½ T	1½ T	8	8	48	—
<i>Firemen.</i>									
Chester, . . . . .	.29	2.32	13.92	1¼ T	1¼ T	8	8	48	—
Rockport, . . . . .	.35	2.80	16.80	1½ T	1½ T	8	8	48	—
<i>Laborers.</i>									
Chester, . . . . .	.28	2.24	13.44	1¼ T	1¼ T	8	8	48	—
<i>Powdermen.</i>									
Milford, . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12

¹ Saturday afternoon, 2 T; other overtime, 1½ T.

TABLE 9. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Other Quarry Employees — Con.</b>									
<i>Quarrymen.</i>									
Chester, . . . . .	\$0.30	\$2.40	\$14.40	1¼ T	1¼ T	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T	2 T	8	4	44	12
Quincy, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—
<i>Tool Sharpeners.</i>									
Quincy, . . . . .	.60	4.80	26.40	1½ T	—	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	—

TABLE 10. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bakery Wagon Drivers.</b>									
Brockton (large shops),	-	-	\$21.00	-	-	10	10	60	-
Brockton (small shops),	-	-	17.00	-	-	10	10	60	-
<b>Carriage Drivers and Chauffeurs.</b>									
Boston:									
Carriage drivers,	-	-	16.00	\$0.30	\$0.30	10	10	70	-
Chauffeurs,	-	\$2.50	-	.30	.30	9	9	63	-
Taxi drivers,	-	3.00	-	.35	.35	10	10	70	-
Touring car drivers,	-	-	21.00	.35	.35	10	10	70	-
<b>Coal Teamsters.</b>									
<i>One-horse.</i>									
Boston,	-	-	21.00	1½ T	2 T	9	19	154	16
Brockton,	-	-	21.00	Reg.	2 T	8	8	48	-
Haverhill,	-	-	21.00	1½ T	1½ T	9	39	354	35
Holyoke,	-	-	19.00	1½ T	1½ T	9	9	54	5 4
Lowell,	-	-	18.00	-	-	9	9	54	-
Lynn,	-	-	20.00	6 -	2 T	9	4½	49½	12
Malden,	-	-	21.00	.60	2 T	9	19	154	16
Natick,	-	-	19.00	1½ T	2 T	9	39	354	35
Salem,	-	-	19.00	1½ T	2 T	9	5	50	12
Springfield,	-	-	19.00	1½ T	2 T	10	10	60	6
Waltham,	-	-	21.00	1½ T	2 T	9	19	154	16
Westfield,	-	-	19.50	Reg.	1½ T	9	9	54	-
Winchester,	-	-	20.00	-	-	9	19	154	16
Worcester,	-	-	20.00	1½ T	2 T	9	19	154	16
<i>Two-horse.</i>									
Boston,	-	-	22.00	1½ T	2 T	9	19	154	16
Holyoke,	-	-	20.00	1½ T	1½ T	9	9	54	5 4
Lowell,	-	-	20.00	-	-	9	9	54	-
Lynn,	-	-	21.50	6 -	2 T	9	4½	49½	12
Malden,	-	-	22.00	.63	2 T	9	19	154	16
Natick,	-	-	20.00	1½ T	2 T	9	39	354	35
Salem,	-	-	20.00	1½ T	2 T	9	5	50	12
Springfield,	-	-	20.00	1½ T	2 T	10	10	60	6
Waltham,	-	-	22.00	1½ T	2 T	9	19	154	16
Winchester,	-	-	20.00	-	-	9	19	154	16
Worcester,	-	-	21.00	1½ T	2 T	9	19	154	16
<i>Three-horse.</i>									
Boston,	-	-	23.00	1½ T	2 T	9	19	154	16
Lynn,	-	-	22.00	6 -	2 T	9	4½	49½	12
Natick,	-	-	21.00	1½ T	2 T	9	39	354	35
Waltham,	-	-	23.00	1½ T	2 T	9	19	154	16
<i>Chauffeurs.</i>									
Boston (electric truck),	-	-	24.00	1½ T	2 T	9	19	154	16
Boston (gasoline truck),	-	-	25.00	1½ T	2 T	9	19	154	16
Brockton,	-	-	22.00	Reg.	2 T	8	8	48	-
Haverhill,	-	-	20.00	1½ T	1½ T	9	39	354	35
Holyoke,	-	-	23.00	1½ T	1½ T	9	9	54	5 4
Lowell (heavy truck),	-	-	21.00	-	-	9	9	54	-
Lynn,	-	-	24.00	6 -	2 T	9	4½	49½	12
Malden (electric truck),	-	-	25.00	1½ T	2 T	9	19	154	16
Malden (gasoline truck),	-	-	25.00	1½ T	2 T	9	19	154	16
Salem,	-	-	22.00	1½ T	2 T	9	5	50	12

<sup>1</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>2</sup> Rate of \$22 effective October 5, 1918.

<sup>3</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>4</sup> Rate effective July 8, 1918.

<sup>5</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>6</sup> Forty cents an hour from 5 P.M. to 7 P.M.; 60 cents after 7 P.M.

<sup>7</sup> Rate of \$24 effective October 5, 1918.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Coal Teamsters — Con.										
Chauffeurs — Con.										
Springfield (two-ton truck),	—	—	\$22.00	1½ T	2 T	10	10	60	6	
Springfield (five-ton truck),	—	—	25.00	1½ T	2 T	10	10	60	6	
Waltham,	—	—	24.00	1½ T	2 T	9	10	54	16	
Westfield,	—	—	22.50	Reg.	1½ T	9	9	54	—	
Worcester (two-ton truck),	—	—	23.00	1½ T	2 T	9	10	54	16	
Worcester (large truck),	—	—	24.00	1½ T	2 T	9	10	54	16	
Helpers.										
Haverhill,	—	—	16.00	1½ T	1½ T	9	9	54	5	
Holyoke,	—	—	18.00	1½ T	1½ T	9	9	54	5	
Lowell,	—	—	18.00	—	—	9	9	54	—	
Lynn,	—	—	20.00	—	2 T	9	4½	49½	12	
Malden,	—	—	21.00	1½ T	2 T	9	10	54	16	
Natick,	—	—	19.00	1½ T	2 T	9	9	54	5	
Salem,	—	—	19.00	1½ T	2 T	9	5	50	12	
Springfield,	—	—	19.00	1½ T	2 T	10	10	60	6	
Waltham,	—	—	21.00	1½ T	2 T	9	10	54	16	
Westfield,	—	—	18.00	Reg.	1½ T	9	9	54	—	
Winchester,	—	—	20.00	—	—	9	10	54	16	
Worcester,	—	—	19.00	1½ T	2 T	9	10	54	16	
Wharfmen.										
Boston,	—	—	21.00	1½ T	2 T	9	10	54	16	
Lynn,	—	—	20.00	—	2 T	9	4½	49½	12	
Malden,	—	—	21.00	\$0.60	2 T	9	10	54	16	
Waltham,	—	—	21.00	1½ T	2 T	9	10	54	16	
Yardmen.										
Holyoke,	—	—	18.00	1½ T	1½ T	9	9	54	5	
Lowell,	—	—	18.00	—	—	9	9	54	—	
Malden,	—	—	21.00	.60	2 T	9	10	54	16	
Westfield,	—	—	18.00	Reg.	1½ T	9	9	54	—	
Department Store Drivers, Chauffeurs, and Helpers.										
Boston:										
One-horse teamsters,	—	—	18.00	1½ T	2 T	9	9	54	—	
Two-horse teamsters,	—	—	19.00	1½ T	2 T	9	9	54	—	
Chauffeurs,	—	—	21.00	1½ T	2 T	9	9	54	—	
Helpers (auto),	—	—	15.00	1½ T	2 T	9	9	54	—	
Helpers (wagon),	—	—	12.00	1½ T	2 T	9	9	54	—	
Express and Transfer Drivers.										
One-horse.										
Boston,	—	—	18.00	.50	\$1.00	10	10	60	—	
Brockton,	—	—	18.00	—	2 T	9	9	54	—	
Lynn,	—	—	21.00	.52	2 T	9½	7 6	753½	7 12	
Natick,	—	—	19.00	1½ T	2 T	9	9	54	5	
Salem,	—	—	19.00	1½ T	2 T	9	9	54	—	
Two-horse.										
Boston,	—	—	20.00	.50	1.00	10	10	60	—	
Brockton,	—	—	21.00	—	2 T	9	9	54	—	
Lynn,	—	—	22.00	.55	2 T	9½	7 6	753½	7 12	
Natick,	—	—	20.00	1½ T	2 T	9	9	54	5	
Salem,	—	—	20.00	1½ T	2 T	9	9	54	—	

<sup>1</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>2</sup> Rate of \$21 effective October 5, 1918.

<sup>3</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>4</sup> Rate effective July 8, 1918.

<sup>5</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>6</sup> Forty cents an hour from 5 P.M. to 7 P.M.; 60 cents after 7 P.M.

<sup>7</sup> One-half of the number of men work 9 hours on alternate Saturdays at regular rate.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Express and Transfer Drivers — Con.</b>										
<i>Chauffeurs.</i>										
Boston (single truck), . . . .	-	-	\$20.00	\$0.50	\$1.00	10	10	60	-	
Boston (double truck), . . . .	-	-	22.00	.50	1.00	10	10	60	-	
Lynn, . . . . .	-	-	24.00	.60	2 T	9½	1 6	1 53½	1 12	
Salem, . . . . .	-	-	22.00	1½ T	2 T	9	9	54	-	
<i>Helpers.</i>										
Boston:										
One-horse, . . . . .	-	-	15.00	.50	1.00	10	10	60	-	
Two-horse, . . . . .	-	-	16.00	.50	1.00	10	10	60	-	
Truck, large, . . . . .	-	-	17.00	.50	1.00	10	10	60	-	
Truck, single auto, . . . . .	-	-	15.00	.50	1.00	10	10	60	-	
Brockton, . . . . .	-	-	18.00	-	2 T	9	9	54	-	
Lynn, . . . . .	-	-	20.00	.60	2 T	9½	1 6	1 53½	1 12	
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	9	54	-	
<b>Furniture Teamsters.</b>										
Haverhill (chauffeurs), . . . .	-	-	18.00	Reg.	Reg.	10	10	60	2	
Haverhill (chauffeurs' helpers),	-	-	16.00	Reg.	Reg.	10	10	60	2	
<b>Grain and Mason Supply Handlers.</b>										
Springfield:										
One-horse, . . . . .	-	-	19.00	1½ T	2 T	10	5	55	12	
Two-horse, . . . . .	-	-	20.00	1½ T	2 T	10	5	55	12	
Chauffeurs (trucks, less than two tons), . . . . .	-	-	22.00	1½ T	2 T	10	5	55	12	
Chauffeurs (trucks, two tons and over), . . . . .	-	-	24.00	1½ T	2 T	10	5	55	12	
Helpers, . . . . .	-	-	19.00	1½ T	2 T	10	5	55	12	
<b>Ice Cart Drivers.</b>										
Brockton:										
Drivers (first year), . . . . .	-	-	20.00	Reg.	2 T	2-	2-	2-	-	
Drivers (second year), . . . . .	-	-	22.00	Reg.	2 T	2-	2-	2-	-	
Helpers, . . . . .	-	-	19.00	Reg.	2 T	2-	2-	2-	-	
Lynn:										
Chauffeurs, . . . . .	-	-	23.00	-	2 T	-	-	-	-	
Ice drivers (November 1 to May 1), . . . . .	-	-	19.00	-	2 T	-	-	-	-	
Route drivers (May 1 to November 1), . . . . .	-	-	22.00	-	2 T	-	-	-	-	
Helpers, . . . . .	-	-	19.00	-	2 T	-	-	-	-	
Natick, . . . . .	-	-	25.00	Reg.	2 T	9	3 9	3 54	3 5	
<b>Laundry Wagon Drivers.</b>										
Boston:										
Chauffeurs (first three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-	
Chauffeurs (after three months), . . . . .	-	-	21.00	1½ T	2 T	9	9	54	-	
Drivers (first three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-	
Drivers (after three months), . . . . .	-	-	21.00	1½ T	2 T	9	9	54	-	
Helpers (first three months), . . . . .	-	-	14.50	1½ T	2 T	9	9	54	-	
Helpers (after three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-	
Brockton, . . . . .	-	-	9.00-12.00	-	-	5-	5-	5-	-	

<sup>1</sup> One-half of the number of men work 9 hours on alternate Saturdays at regular rate.

<sup>2</sup> About 9 hours a day; no union hours.

<sup>3</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>4</sup> Also commissions.

<sup>5</sup> Work by routes; cover one route a day.



TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Lumber Teamsters.</b>									
<i>One-horse.</i>									
Boston, . . . . .	-	-	\$19.00	1-	2 T	9	5	50	12
Brockton, . . . . .	-	-	21.00	-	2 T	9	5	50	12
Lawrence, . . . . .	-	-	16.61	Reg.	-	8	4	44	12
Lynn, . . . . .	-	-	17.00	\$0.45	2 T	9	5	50	12
Natick, . . . . .	-	-	19.00	1½ T	2 T	9	2 9	2 54	2 5
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	5	50	12
<i>Two-horse.</i>									
Boston, . . . . .	-	-	21.00	1-	2 T	9	5	50	12
Brockton, . . . . .	-	-	22.00	-	2 T	9	5	50	12
Lawrence, . . . . .	-	-	18.81	Reg.	-	8	4	44	12
Lynn, . . . . .	-	-	19.00	.45	2 T	9	5	50	12
Natick, . . . . .	-	-	20.00	1½ T	2 T	9	2 9	2 54	2 5
Salem, . . . . .	-	-	20.00	1½ T	2 T	9	5	50	12
<i>Three-horse.</i>									
Boston, . . . . .	-	-	22.00	1-	2 T	9	5	50	12
Lynn, . . . . .	-	-	20.00	.45	2 T	9	5	50	12
<i>Four-horse.</i>									
Lynn, . . . . .	-	-	21.00	.45	2 T	9	5	50	12
<i>Chauffeurs.</i>									
Boston (first class), . . . . .	-	-	23.00	1-	2 T	9	5	50	12
Boston (second class), . . . . .	-	-	21.00	1-	2 T	9	5	50	12
Lynn (one-ton truck), . . . . .	-	-	20.00	.45	2 T	9	5	50	12
Lynn (over one-ton truck), . . . . .	-	-	22.00	.45	2 T	9	5	50	12
Salem, . . . . .	-	-	22.00	1½ T	2 T	9	5	50	12
<i>Helpers.</i>									
Lawrence, . . . . .	-	-	14.50	Reg.	-	8	4	44	12
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	5	50	12
<i>Surveyors.</i>									
Boston, . . . . .	-	-	25.00	1-	2 T	9	5	50	12
<i>Tally Men.</i>									
Boston (first class), . . . . .	-	-	22.00	1-	2 T	9	5	50	12
Boston (second class), . . . . .	-	-	20.00	1-	2 T	9	5	50	12
Lynn, . . . . .	-	-	20.00	.45	2 T	9	5	50	12
Salem, . . . . .	-	-	20.00	1½ T	2 T	9	5	50	12
<i>Yardmen.</i>									
Fall River, . . . . .	-	-	18.00	1½ T	1½ T	9	3 9	3 54	3 5
Lynn, . . . . .	-	-	17.00	.45	2 T	9	5	50	12
<b>Market and Commission House Teamsters.</b>									
Boston:									
One-horse, . . . . .	-	-	22.00	.50	2 T	10½	6½	59	12
Two-horse, . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12
Three-horse, . . . . .	-	-	25.00	.50	2 T	10½	6½	59	12
Four-horse, . . . . .	-	-	25.00	.50	2 T	10½	6½	59	12
Chauffeurs (one-ton truck), . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12
Helpers, . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12
<b>Milk Wagon Drivers.</b>									
Boston:									
Chauffeurs:									
Under one ton, . . . . .	-	-	23.00	Reg.	Reg.	9	9	4 63	-
Under two tons, . . . . .	-	-	25.00	Reg.	Reg.	9	9	4 63	-
Over two tons, . . . . .	-	-	26.00	Reg.	Reg.	9	9	4 63	-

1 First 2 hours, regular rate; 1½ T thereafter.

2 During 5 months, 5 hours on Saturday, 50 hours a week.

3 During 5 months, work 6 hours on Saturday, 51 hours a week.

4 During 7 months of year, 2 days off each month; during other 5 months, 1 day off each month.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Milk Wagon Drivers — Con.</b>									
Boston — Con.									
Drivers, . . . . .	-	-	<sup>1</sup> \$25.00	Reg.	Reg.	10	10	<sup>2</sup> 70	-
Helpers, . . . . .	-	-	18.00	Reg.	Reg.	10	10	<sup>2</sup> 70	-
Route foremen, . . . . .	-	-	28.00	Reg.	<sup>3</sup> -	10	10	<sup>2</sup> 60	-
Brockton, . . . . .	-	-	18.00	Reg.	Reg.	4-	4-	4-	-
<b>Newspaper Wagon Drivers.</b>									
Boston:									
Chauffeurs, . . . . .	-	\$3.00	-	\$0.40	<sup>5</sup> -	8	8	48	-
Depot, . . . . .	-	2.50	-	.40	<sup>5</sup> -	8	8	48	-
Route, . . . . .	-	3.00	-	.40	<sup>5</sup> -	8	8	48	-
<b>Piano and Furniture Movers.</b>									
Boston:									
Chauffeurs, . . . . .	-	-	21.00	.40	2 T	11	11	66	-
Drivers, . . . . .	-	-	18.00	.40	2 T	11	11	66	-
Helpers, . . . . .	-	-	17.00	.40	2 T	11	11	66	-
Packers, . . . . .	-	-	17.00	.40	2 T	11	11	66	-
Auto loaders, . . . . .	-	-	18.00	.40	2 T	11	11	66	-
<b>Sand and Cement Teamsters.</b>									
<i>One-horse.</i>									
Boston, . . . . .	-	-	21.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	-	-	15.50	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
<i>Two-horse.</i>									
Boston, . . . . .	-	-	22.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	-	-	16.50	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
Natick, . . . . .	-	-	20.00	1½ T	2 T	9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 5
<i>Three-horse.</i>									
Boston, . . . . .	-	-	23.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
<i>Four-horse.</i>									
Boston, . . . . .	-	-	24.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
<i>Chauffeurs.</i>									
Boston (one ton or less), . . . . .	-	-	20.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (not over three tons), . . . . .	-	-	22.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (over three tons), . . . . .	-	-	24.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (helpers), . . . . .	-	-	18.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (lumpers), . . . . .	-	-	18.00	<sup>6</sup> -	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	-	-	18.00	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
Haverhill (helpers), . . . . .	-	-	15.00	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
<b>Stablemen and Garagemen.</b>									
Boston:									
Floormen, . . . . .	-	-	20.00	1½ T	Reg.	9½	9½	<sup>10</sup> 66½	-
Gasoline tank fillers, . . . . .	-	-	19.00	1½ T	Reg.	9½	9½	<sup>10</sup> 66½	-
Harness cleaners, . . . . .	-	-	18.00	1½ T	-	9½	9½	<sup>10</sup> 66½	-

<sup>1</sup> First 3 months, \$18; second 3 months, \$21.<sup>2</sup> During 7 months of year, 2 days off each month.<sup>3</sup> Do not work on Sundays or holidays except in case of emergency.<sup>4</sup> About 9 hours a day; no union hours.<sup>5</sup> Receive \$4 for working Sundays; double time on holidays.<sup>6</sup> Between 5 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 50 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.<sup>7</sup> During 6 months, 6 hours on Saturday, 56 hours a week.<sup>8</sup> During 4 months, work 5 hours on Saturday, 50 hours a week.<sup>9</sup> During 5 months, 5 hours on Saturday, 50 hours a week.<sup>10</sup> One day off in 14.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Stablemen and Garagemen — Con.									
Boston — Con.									
Hostlers, . . . . .	—	—	\$18.00	1½ T	—	9½	9½	1 66½	—
Oilers, . . . . .	—	—	19.00	1½ T	—	9½	9½	1 66½	—
Washers, auto, . . . . .	—	—	21.00	1½ T	—	9½	9½	1 66½	—
Washers, wagon, . . . . .	—	—	20.00	1½ T	Reg.	9½	9½	1 66½	—
Quincy, . . . . .	—	—	17.00	—	2 T	12	12	2 75	—
Teamsters, General.									
One-horse.									
Boston (one ton), . . . . .	—	—	19.00	3 —	2 T	11	11	66	—
Boston (over one ton), . . . . .	—	—	20.00	3 —	2 T	11	11	66	—
Fall River, . . . . .	—	—	15.50	1½ T	1½ T	9	4 9	4 54	4 5
Holyoke, . . . . .	—	—	17.00	1½ T	2 T	9	9	54	—
New Bedford, . . . . .	—	—	14.50	\$0.30	—	10	10	60	—
Quincy, . . . . .	—	—	15.00	—	2 T	12	12	2 75	—
Taunton, . . . . .	—	—	15.50	1½ T	1½ T	9	4 9	4 54	4 5
Two-horse.									
Boston, . . . . .	—	—	22.00	3 —	2 T	11	11	66	—
Fall River, . . . . .	—	—	18.00	1½ T	1½ T	9	4 9	4 54	4 5
Holyoke, . . . . .	—	—	18.00	1½ T	2 T	9	9	54	—
New Bedford, . . . . .	—	—	18.00	.30	—	10	10	60	—
Quincy, . . . . .	—	—	17.00	—	2 T	12	12	2 75	—
Taunton, . . . . .	—	—	18.00	1½ T	1½ T	9	4 9	4 54	4 5
Three-horse.									
Boston, . . . . .	—	—	23.00	3 —	2 T	11	11	66	—
New Bedford, . . . . .	—	—	19.00	.35	—	10	10	60	—
Quincy, . . . . .	—	—	18.00	—	2 T	12	12	2 75	—
Four-horse.									
Boston, . . . . .	—	—	24.00	3 —	2 T	11	11	66	—
New Bedford, . . . . .	—	—	21.00	.40	—	10	10	60	—
Quincy, . . . . .	—	—	20.00	—	2 T	12	12	2 75	—
Five-horse.									
Boston, . . . . .	—	—	25.00	3 —	2 T	11	11	66	—
Six-horse.									
Boston, . . . . .	—	—	26.00	3 —	2 T	11	11	66	—
Teamsters (Class of Work not Stated).									
Brockton (heavy trucks), . . . . .	—	—	25.00	—	2 T	—	—	—	—
Brockton (light trucks), . . . . .	—	—	21.00	—	2 T	—	—	—	—
Chauffeurs.									
Boston:									
Trucks, one ton or less, . . . . .	—	—	20.00	3 —	2 T	11	11	66	—
Trucks, over one ton to three tons, . . . . .	—	—	22.00	3 —	2 T	11	11	66	—
Trucks, over three tons, . . . . .	—	—	24.00	3 —	2 T	11	11	66	—
Fall River, . . . . .	—	—	22.00	1½ T	1½ T	9	4 9	4 54	4 5
Natick (heavy truck), . . . . .	—	—	24.00	1½ T	2 T	9	6 9	5 54	5 5
New Bedford, . . . . .	—	—	21.00	.40	—	10	10	60	—
Quincy, . . . . .	—	—	18.00	—	2 T	12	12	2 75	—

<sup>1</sup> One day off in 14.<sup>2</sup> Work 3 hours on Sunday.<sup>3</sup> Between 6 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 40 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.<sup>4</sup> During 5 months, work 6 hours on Saturday, 51 hours a week.<sup>5</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 10. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Teamsters, General — Con.</b>									
<i>Helpers.</i>									
Boston, . . . . .	-	-	\$20.00	<sup>1</sup> -	2 T	11	11	66	-
Boston (lumpers), . . . .	-	-	22.00	<sup>1</sup> -	2 T	11	11	66	-
Fall River, . . . . .	-	-	18.00	1½ T	1½ T	9	<sup>2</sup> 9	<sup>2</sup> 54	<sup>2</sup> 5
Holyoke, . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-
<i>Trimmers.</i>									
Fall River, . . . . .	\$0.75	-	-	1½ T	1½ T	-	-	-	-

<sup>1</sup> Between 6 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 40 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.

<sup>2</sup> During 5 months, work 6 hours on Saturday, 51 hours a week.

TABLE 11. TEXTILE MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Beamers.</b>										
Adams, . . . . .	\$0.46	-	-	-	-	9¾	5¼	54	12	
New Bedford, . . . .	.52½	\$5.09	\$28.20	1½ T	-	9¾	5¼	54	12	
<b>Card Pickers and Ring Spinners.</b>										
<i>Carders.</i>										
New Bedford, . . . .	-	- {	<sup>1</sup> 14.00-18.00	} 1¼ T	-	9¾	5¼	54	12	
<i>Doffers.</i>										
New Bedford, . . . .	-	- {	<sup>1</sup> 8.00-12.00	} -	-	<sup>2</sup> 9¾	5¼	54	12	
<i>Pickers.</i>										
New Bedford, . . . .	-	- {	<sup>1</sup> 14.00-18.00	} 1¼ T	-	9¾	5¼	54	12	
<i>Ring Spinners.</i>										
New Bedford, . . . .	-	- {	<sup>1</sup> 9.50-18.00	} -	-	9¾	5¼	54	12	
<b>Dresser Tenders.</b>										
<i>Slashers.</i>										
Lowell (fancy goods), . . . .	-	-	28.75	1½ T	2 T	9¾	5¼	54	12	
Lowell (plain goods), . . . .	-	-	25.40	1½ T	2 T	9¾	5¼	54	12	
New Bedford (colored goods), . . . .	.50½	-	-	1½ T	-	9¾	5¼	54	12	
New Bedford (plain), . . . .	.45½	-	-	1½ T	-	9¾	5¼	54	12	
<b>Folders.</b>										
Dedham, . . . . .	.39	3.90	21.45	1½ T	1½ T	10	5	55	-	
Norton (cotton), . . . .	.45	4.50	24.30	1¼ T	-	10	4	54	12	
<b>Loomfixers.</b>										
Adams, . . . . .	.49½	4.84	26.82	1½ T	1½ T	9¾	5¼	54	12	
Chicopee, . . . . .	.537 <sup>10</sup>	5.24	29.00	-	-	9¾	5¼	54	12	
Clinton, . . . . .	.53½	-	29.10	1½ T	2 T	9¾	5¼	54	12	
Fall River, . . . . .	-	-	25.50	1½ T	1½ T	9¾	5¼	54	12	
Holyoke, . . . . .	.53½	-	29.04	-	-	9¾	5¼	54	12	
Lawrence (magazine looms), . . . .	-	-	33.24	1½ T	-	9¾	5¼	54	12	
Lawrence (other looms), . . . .	-	-	27.43	1½ T	-	9¾	5¼	54	12	
Lowell (cotton mills):										
Magazine fixers, . . . .	-	-	30.19	1½ T	2 T	9¾	5¼	54	12	
Other fixers, . . . .	-	-	28.46	1½ T	2 T	9¾	5¼	54	12	
Maynard, . . . . .	.52	5.07	28.08	1¼ T	1½ T	9¾	5¼	54	12	
New Bedford, . . . .	-	- {	28.10-29.60	} -	-	9¾	5¼	54	12	
North Adams, . . . .	-	-	27.21	\$0.50	-	9½	4½	54	12	
Salem, . . . . .	.53½	-	29.05	2 T	-	9¾	5¼	54	12	
Taunton, . . . . .	-	-	<sup>3</sup> 26.60	1¼ T	1¼ T	9½	4½	54	12	
<b>Mule Spinners.</b>										
<i>Spool Strippers.</i>										
Maynard (day work), . . . .	-	-	19.03	1¼ T	-	9¾	5¼	54	12	
Maynard (night work), . . . .	-	-	24.40	-	-	-	-	-	-	
<i>Waist Boys.</i>										
Maynard, . . . . .	-	-	12.27	-	-	8	8	48	-	
<i>Yarn Weighers.</i>										
Maynard (day work), . . . .	-	-	26.62	1¼ T	-	9¾	5¼	54	12	
Maynard (night work), . . . .	-	-	25.21	-	-	-	-	-	-	

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>2</sup> Girls who work 8 hours a day are paid \$6 a week.<sup>3</sup> Spare fixers for all rough work receive \$23 per week.



TABLE 11. TEXTILE MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Mule Spinners (Cotton).</b>									
Waltham, . . . . .	\$0.50	—	\$27.00	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Quillers.</b>									
New Bedford, . . . . .	.70 $\frac{1}{2}$	\$6.84	37.86	1 $\frac{1}{2}$ T	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Ring Twisters and Finishers.</b>									
<i>Doffers.</i>									
New Bedford, . . . . .	.27 $\frac{2}{3}$	—	14.70	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<i>Tenders.</i>									
New Bedford, . . . . .	.38	—	20.52	1 $\frac{1}{2}$ T	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Slasher Tenders.</b>									
Fall River, . . . . .	.41 $\frac{1}{3}$	4.03	22.32	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Weavers.</b>									
Lowell, . . . . .	{ .26- .35 }	—	{ 14.04- 18.90 }	{ — — }	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Wool Sorters.</b>									
Barre, . . . . .	.60 $\frac{3}{4}$	—	32.70	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Boston, . . . . .	.56	—	30.24	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Hardwick, . . . . .	.45 $\frac{5}{8}$	—	24.60	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Hudson, . . . . .	.59 $\frac{1}{2}$	—	32.10	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lowell, . . . . .	.57	5.56	30.78	1 $\frac{1}{4}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Clerical Employees.									
Boston:									
Clerks:									
Adjustment clerks, . . .	-	-	\$10.00	-	-	7½	4½	42	12
Contract information clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Plant clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Revenue account clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Senior clerks, . . .	-	-	15.00	-	-	7½	4½	42	12
Traffic managers' clerks, . . .	-	-	15.00	-	-	7½	4½	42	12
Instructors, operators, Class 1, . . .	-	-	18.50	-	-	7½	4½	42	12
Instructors, operators, Class 2, . . .	-	-	18.00	-	-	7½	4½	42	12
Stenographers, . . .	-	-	10.00	-	-	7½	4½	42	12
Toll observers, . . .	-	-	15.00	-	-	7½	4½	42	12
Toll observers (senior), . . .	-	-	18.00	-	-	7½	4½	42	12
Typists, . . .	-	-	10.00	-	-	7½	4½	42	12
North Adams (clerks), . . .	\$0.50	\$4.00	24.00	-	-	8	8	48	3
Electrical Workers (Telephone Workers).									
Boston:									
Cable pullers, . . .	.45	3.60	21.60	1½ T	1½ T	8	8	48	3
Cable splicers, . . .	.63¾	5.10	30.60	1½ T	1½ T	8	8	48	3
Cable splicers, head, . . .	.66⅞	5.35	32.10	1½ T	1½ T	8	8	48	3
Cable splicers' helpers, . . .	.45	3.60	21.60	1½ T	1½ T	8	8	48	3
Guardmen, . . .	.31¼	2.50	15.00	1½ T	1½ T	8	8	48	3
Linemen, . . .	-	4.35	-	1½ T	1½ T	8	8	48	3
Linemen (foremen), . . .	-	5.60	-	1½ T	1½ T	8	8	48	3
Linemen, head, . . .	-	4.85	-	1½ T	1½ T	8	8	48	3
Line repairmen, . . .	-	4.60	-	1½ T	1½ T	8	8	48	3
Boston (central office):									
Installers (Class A), . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Installers (Class B), . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Line assigners, . . .	-	-	26.10	1½ T	1½ T	8	8	48	4
Repairmen (Class A), . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Repairmen (Class B), . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Testmen (Class A toll), . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Testmen (Class B toll), . . .	-	-	30.60	1½ T	1½ T	8	8	48	4
Testmen, first class, . . .	-	-	30.60	1½ T	1½ T	8	8	48	4
Testmen, senior, . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Wire chiefs, . . .	-	-	37.00-42.00	1½ T	1½ T	8	8	48	4
Wire chiefs' assistants (seven years' service), . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Wire chiefs' assistants, senior, . . .	-	-	27.50	1½ T	1½ T	8	8	48	4
Boston (other employees):									
Foremen (equipment), . . .	-	-	33.60	-	-	8	8	48	4
Foremen (installation), . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Foremen, sub- (equipment), . . .	-	-	32.10	-	-	8	8	48	4
Foremen, supervising (equipment), . . .	-	-	37.50	-	-	8	8	48	4
Foremen, assistant (equipment), . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Foremen, assistant (installation), . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class A), . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class B), . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class C), . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Installers, sub-station (Class A), . . .	-	-	26.10	1½ T	1½ T	8	8	48	4

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
Boston (other employees) — Con.									
Repairmen, sub-station (Class A),	-	-	\$29.10	1½ T	1½ T	8	8	48	4
Repairmen, sub-station (Class B),	-	-	27.60	1½ T	1½ T	8	8	48	4
Fitchburg (central office):									
Cable splicers,	-	\$4.97½	-	1½ T	1-	8	8	48	3
Installers, sub-station (first class),	-	4.72½	-	1½ T	1-	8	8	48	3
Installers, sub-station (second class),	-	4.47½	-	1½ T	1-	8	8	48	3
Linemen, first class,	-	4.72½	-	1½ T	1-	8	8	48	3
Linemen, second class,	-	4.22	-	1½ T	1-	8	8	48	3
Repairmen, first class,	-	4.72½	-	1½ T	1-	8	8	48	3
Repairmen, second class,	-	4.47½	-	1½ T	1-	8	8	48	3
Stock clerks,	-	3.25	-	1½ T	1-	8	8	48	3
Testmen, first class,	-	4.97½	-	1½ T	1-	8	8	48	3
Frammingham:									
Central office men,	-	-	28.00	1½ T	2 T	8	2 8	2 48	2 3
Foremen, gang,	-	-	32.85	1½ T	2 T	8	2 8	2 48	2 3
Installers,	-	-	25.35	1½ T	2 T	8	2 8	2 48	2 3
Linemen, head,	-	-	28.35	1½ T	2 T	8	2 8	2 48	2 3
Linemen,	-	-	25.35	1½ T	2 T	8	2 8	2 48	2 3
Testmen,	-	-	28.00	1½ T	2 T	8	2 8	2 48	2 3
New Bedford:									
Installers, private branch exchange, class A,	-	-	28.35	1½ T	1½ T	8	8	48	3
Installers, private branch exchange, class B,	-	-	26.85	1½ T	1½ T	8	8	48	3
Installers, foremen,	-	-	32.85	1½ T	1½ T	8	8	48	3
Repairmen, first class,	-	-	28.35	1½ T	1½ T	8	8	48	3
Repairmen, second class,	-	-	26.85	1½ T	1½ T	8	8	48	3
Testmen, class "A" toll,	-	-	32.85	1½ T	1½ T	8	8	48	3
North Adams:									
Installers,	\$0.59	4.72	28.32	1½ T	2 T	8	8	48	3
Linemen,	.59	4.72	28.32	1½ T	2 T	8	8	48	3
Linemen, foremen,	.60	4.80	28.80	1½ T	2 T	8	8	48	3
Repairmen, central office,	.60	4.80	28.80	1½ T	2 T	8	8	48	3
Testmen,	-	5.62½	33.75	1½ T	2 T	8	8	48	3
Wire chiefs,	-	-	38.00	-	-	8	8	48	3
Pittsfield:									
Cable splicers,	-	4.97½	-	1½ T	1½ T	8	8	48	3
Cable splicers, head,	-	5.23½	-	1½ T	1½ T	8	8	48	3
Cable splicers' helpers (Class A),	-	3.60	-	1½ T	1½ T	8	8	48	3
Cable splicers' helpers (Class B),	-	3.35	-	1½ T	1½ T	8	8	48	3
Combination men,	-	4.47½	-	1½ T	1½ T	8	8	48	3
Groundmen (Class A),	-	3.80	-	1½ T	1½ T	8	8	48	3
Groundmen (Class B),	-	3.60	-	1½ T	1½ T	8	8	48	3
Groundmen (Class C),	-	3.35	-	1½ T	1½ T	8	8	48	3
Installers, central office, class A,	-	4.72½	-	1½ T	1½ T	8	8	48	3
Installers, central office, class B,	-	4.47½	-	1½ T	1½ T	8	8	48	3
Installers, foremen,	-	5.37½	-	1½ T	1½ T	8	8	48	3
Installers, sub-station, class A,	-	4.72½	-	1½ T	1½ T	8	8	48	3
Installers, sub-station, class B,	-	4.47½	-	1½ T	1½ T	8	8	48	3
Installers, sub-station, class C,	-	4.22½	-	1½ T	1½ T	8	8	48	3
Linemen,	-	4.23½	-	1½ T	1½ T	8	8	48	3
Linemen, foremen,	-	5.37½	-	1½ T	1½ T	8	8	48	3
Linemen, sub-foremen,	-	4.97½	-	1½ T	1½ T	8	8	48	3

1 1½ T on Sundays; 2 T on holidays.

2 During 3 months, work 4½ hours on Saturday, 4½ hours per week.

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
<b>Pittsfield — Con.</b>									
Linemen, head, . . . . .	-	\$4.72½	-	1½ T	1½ T	8	8	48	3
Maintenance men, power plant, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3
Repairmen, line, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3
Repairmen, sub-station, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Repairmen, sub-station, class B, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3
Testmen, class A, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3
Testmen, class B, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Toll wire chief, . . . . .	-	5.37½	-	1½ T	1½ T	8	8	48	3
<b>Salem:</b>									
Cable splicers, . . . . .	-	4.97½	\$29.85	1½ T	1½ T	8	8	48	3
Cable splicers, head, . . . . .	-	5.22½	31.35	1½ T	1½ T	8	8	48	3
Installers, private branch exchange, class A, . . . . .	-	4.72½	28.35	1½ T	1½ T	8	8	48	3
Installers, private branch exchange, class B, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3
Linemen, . . . . .	-	4.22½	25.35	1½ T	1½ T	8	8	48	3
Linemen, head, . . . . .	-	4.72½	28.35	1½ T	1½ T	8	8	48	3
Repairmen, central office, class B, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3
Repairmen, line, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3
Testmen, . . . . .	-	4.97½	29.85	1½ T	1½ T	8	8	48	3
Testmen, senior, . . . . .	-	5.47½	32.85	1½ T	1½ T	8	8	48	3
<b>Taunton:</b>									
Cable splicers, . . . . .	-	4.97½	-	1½ T	1—	8	8	48	3
Cable splicers' helpers, . . . . .	-	3.60	21.60	1½ T	1—	8	8	48	3
Foremen, gang, . . . . .	-	5.47½	-	1½ T	1—	8	8	48	3
Groundmen, . . . . .	-	3.12½	-	1½ T	1—	8	8	48	3
Installers, sub-station, first class, . . . . .	-	4.22½	-	1½ T	1—	8	8	48	3
Linemen, first class, . . . . .	-	4.22½	-	1½ T	1—	8	8	48	3
Linemen, second class, . . . . .	-	3.47½	-	1½ T	1—	8	8	48	3
Repairmen, combination line, . . . . .	-	4.47½	-	1½ T	1—	8	8	48	3
Repairmen, sub-station, first class, . . . . .	-	4.72½	-	1½ T	1—	8	8	48	3
Testmen, first class, . . . . .	-	4.97½	-	1½ T	1—	8	8	48	3
<b>Worcester:</b>									
Cable splicers, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3
Cable splicers, head, . . . . .	-	5.22½	-	1½ T	1½ T	8	8	48	3
Cable splicers' helpers, . . . . .	-	3.60	-	1½ T	1½ T	8	8	48	3
Foremen, gang, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3
Foremen, sub-, . . . . .	-	5.22½	-	1½ T	1½ T	8	8	48	3
Installers, private branch exchange, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Installers, private branch exchange, class B, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3
Installers, sub-station, class C, . . . . .	-	4.22½	-	1½ T	1½ T	8	8	48	3
Linemen, . . . . .	-	4.22½	-	1½ T	1½ T	8	8	48	3
Linemen, head, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Repairmen, central office, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Repairmen, line, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3
Repairmen, sub-station, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3
Testmen, class "A" toll, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3
Testmen, class "B" toll, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3
Testmen, first class, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3
Testmen, senior, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3
<b>Telegraphers, Commercial.</b>									
<b>Boston:</b>									
Brokers, . . . . .	-	-	35.00	Reg.	Reg.	-	-	-	-
United Press, . . . . .	\$0.72	-	-	\$0.76	\$0.76	7½	7½	45	-

1 1½ T on Sundays; 2 T on holidays.

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS.	WEEKLY RATES OF WAGES — DAY ASSIGNMENTS						
	Metro- politan Sched- ule <sup>1</sup>	Schedule AA <sup>1</sup>	Schedule A <sup>1</sup>	Schedule B <sup>1</sup>	Schedule C <sup>1</sup>	Schedule D <sup>1</sup>	Schedule E <sup>1</sup>
<b>Telephone Employees.<sup>1</sup></b>							
<i>Clerks.</i>							
Clerks, . . . . .	\$16.00	\$16.00	<sup>2</sup> \$9.00- 14.50	<sup>2</sup> \$9.00- 13.75	<sup>2</sup> \$7.00- 13.00	-	-
Clerks, chief, . . . . .	<sup>2</sup> 17.50- 19.00	19.00	17.50	-	-	-	-
Clerks, supervising, . . . . .	<sup>2</sup> 10.00- 17.00	<sup>2</sup> 10.00- 17.00	<sup>2</sup> 10.00- 15.50	<sup>2</sup> 10.00- 14.75	<sup>2</sup> 9.50- 14.00	-	-
<i>Operators.</i>							
During training period (student), . . . . .	5.00	5.00	5.00	4.00	4.00	\$4.00	\$4.00
On assignment (student operator), . . . . .	6.00	6.00	6.00	6.00	6.00	6.00	6.00
At end of three months, . . . . .	7.00	7.00	7.00	7.00	6.50	6.50	6.50
At end of six months, . . . . .	8.00	8.00	8.00	8.00	7.50	7.50	7.00
At end of nine months, . . . . .	9.00	9.00	8.50	8.50	8.00	8.00	8.00
At end of one year, . . . . .	10.00	10.00	9.00	9.00	8.50	8.50	8.50
At end of 1½ years, . . . . .	10.50	10.50	9.50	-	9.00	-	-
At end of two years, . . . . .	11.00	11.00	10.00	10.00	10.00	9.50	9.00
At end of 2½ years, . . . . .	-	-	10.50	-	-	-	-
At end of three years, . . . . .	12.00	12.00	11.00	11.00	11.00	10.00	9.50
At end of 3½ years, . . . . .	-	-	11.50	-	-	-	-
At end of four years, . . . . .	13.00	13.00	12.00	12.00	11.50	10.50	10.00
At end of five years, . . . . .	14.00	14.00	12.50	12.50	12.00	11.00	11.00
At end of six years, . . . . .	15.00	15.00	13.50	13.00	13.00	12.00	-
At end of seven years, . . . . .	-	-	14.50	13.75	-	-	-
Operators, senior, . . . . .	16.00	16.00	-	-	-	-	-
Supervisors, . . . . .	<sup>2</sup> 17.50- 19.00	<sup>2</sup> 17.50- 19.00	16.00	<sup>2</sup> 15.25- 16.75	<sup>2</sup> 14.50- 16.00	<sup>2</sup> 13.50- 15.00	<sup>2</sup> 12.50- 14.00
Supervisors, junior, . . . . .	<sup>2</sup> 10.00- 17.00	<sup>2</sup> 10.00- 17.00	<sup>2</sup> 10.00- 15.50	<sup>2</sup> 10.00- 14.75	<sup>2</sup> 9.50- 14.00	<sup>2</sup> 9.50- 13.00	<sup>2</sup> 9.50- 12.00

<sup>1</sup> See *General Note* following.<sup>2</sup> An increase of 50 cents per week is granted every six months until maximum salary is reached.

*General Note.* — The data with reference to telephone employees were compiled from information furnished by the New England Telephone and Telegraph Company as of July 1, 1918.

The rates shown above apply to all employees of the Company covered by the several schedules, irrespective of their connection with unions of their craft. In each of the following municipalities there is an organization of telephone operators:—Boston (also an organization of clerical telephone employees), Brockton, Concord, Fall River, Fitchburg, Framingham, Greenfield, Haverhill, Lawrence, Lowell, Lynn, New Bedford, Newburyport, North Adams, Pittsfield (including Great Barrington), Salem, Springfield, Taunton, Uxbridge, and Worcester.

The exchanges were classified in seven groups and a different wage schedule has been adopted for each group of exchanges. The exchanges in Massachusetts to which the several schedules apply are as follows:

*Metropolitan Wage Schedule* — Boston, Metropolitan Division.

*Schedule A.A.*

Brockton.	Holyoke.	Lynn.	Salem.
Fall River.	Lawrence.	New Bedford.	Springfield.
Haverhill.	Lowell.	Pittsfield.	Worcester.

*Schedule A.*

Fitchburg.	Taunton.
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*Schedule B.*

Framingham.	North Adams.
Gloucester.	Northampton.
Greenfield.	

*Schedule C.*

Amesbury.	Danvers.	Marlborough.	Saugus.
Amherst.	Falmouth.	Middleborough.	Sharon.
Andover.	Franklin.	Milford.	Southbridge.
Athol.	Gardner.	Nahant.	Stoughton.
Ayer.	Hudson.	Natick.	Walpole.
Beverly.	Hyannis.	Newburyport.	Wareham.
Buzzards Bay.	Leominster.	Peabody.	Webster.
Chicopee.	Mansfield.	Plymouth.	Westfield.
Clinton.	Marblehead.	Rockland.	Whitman.
Concord.			



TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONCLUDED.

*Schedule D.*

Beverly Farms.	Hamilton.	Nantucket.	Scituate.
Bridgewater.	Ipswich.	Orchard.	Ware.
Cotuit.	Lee.	Palmer.	Westborough.
Easthampton.	Manchester.	Rockport.	Winchendon.
Great Barrington.	Martha's Vineyard.		

*Schedule E.*

Adams.	Huntington.	Northfield.	Stockbridge.
Bryantville.	Leicester.	Orange.	Townsend.
Chatham.	Lenox.	Orleans.	Turners Falls.
Dalton.	Ludlow.	Pepperell.	Uxbridge.
Foxborough.	Maynard.	Provincetown.	Warren.
Georgetown.	Medfield.	Sagamore.	West Acton.
Gilbertville.	Millbury.	Sheffield.	Whitinsville.
Groton.	Monson.	South Deerfield.	Williamstown.
Hanover.	North Brookfield.	Spencer.	Woods Hole.
Harwich.	North Easton.		

The hours of labor for clerks are usually 48 per week (six days of eight hours each) and for operators range from 32 to 48 per week, varying according to exchanges and time of assignment.

Student operators and operators on afternoon-evening and on forenoon-evening assignments work one hour per day less and are paid \$1 per week more than day operators of corresponding service.

Student operators and operators on evening assignments (4 P.M. to 10 P.M., including relief period) work two hours per day less and are paid the same wages as day operators of corresponding service.

Student operators and operators on "night first-half" assignments work two hours per day less and are paid \$1 per week more than day operators of corresponding service.

Operators on "night second-half" assignments (10 P.M. to 7 A.M., including lunch and relief periods) are paid \$2 per week more than day operators of corresponding service. (Metropolitan Division — 11 P.M. to 7 A.M. — \$1 more.)

Operators and senior operators on half-night assignments (10 P.M. to 7 A.M., sleeping 12 to 6) are paid the same wages as they would receive on day assignments up to a maximum of \$11. (\$10 — Class C.) (\$9.50 — Class D.)

Senior operators, junior supervisors and supervisors on afternoon-evening and forenoon-evening assignments work one hour per day less and are paid \$1 per week more than they would receive on day assignments. If assigned to "night second-half" (10 P.M. to 7 A.M., including lunch and relief periods) they are paid \$2 per week more than they would receive on day assignments.

Senior operators, junior supervisors and supervisors on evening assignments work two hours less than if assigned to day work.

Senior operators, junior supervisors and supervisors on "night first-half" assignments work two hours per day less than if assigned to day work and are paid \$1 per week more.

Operators appointed to junior supervisors' positions will be advanced \$1 and while in the grade will be increased \$1 at the end of each year's service in the Company until the maximum salary for the grade is reached.

Junior supervisors appointed to supervisors' positions are paid the minimum supervisor's wage.

Supervisors are paid an increase of 50 cents per week every six months until maximum salary for the grade is reached.

Junior supervisors are paid \$1 more per week than operators of corresponding service.

Part-time operators receive 16 cents per hour on assignment, 17 cents at end of three months, 18 cents at end of six months (schedule B, at end of 10 months), 19 cents at end of 12 months, and 20 cents at end of 18 months.

TABLE 13. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR				
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect	
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday			
<b>Carpenters (Combination Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> \$35.00	\$0.75	\$0.75	—	—	—	—	
Fall River, . . . . .	—	—	27.00	—	1.00	—	—	—	—	
Framingham, . . . . .	\$2.50	—	25.00	.75	1.00	—	—	—	—	
Haverhill, . . . . .	1.50	—	22.00	.50	1½ T	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>2</sup> \$6.00	30.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	5.00	25.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	30.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—	
Newton, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—	
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	<sup>3</sup> 40	—	
Springfield, . . . . .	—	—	27.00	.50	1.00	—	—	—	—	
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—	
Waltham, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—	
Worcester, . . . . .	—	—	23.00	.50	2 T	—	—	—	—	
<b>Carpenters (Stock Theatres).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 40.00	—	—	—	—	—	—	
Brockton, . . . . .	—	—	22.00	—	.75	—	—	—	—	
Fall River, . . . . .	—	—	40.00	1.00	1.00	—	—	—	—	
Fitchburg, . . . . .	—	—	25.00	.50	1.00	6	6	35	—	
Framingham, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—	
Haverhill, . . . . .	1.50	—	30.00	.50	1½ T	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>2</sup> 6.00	30.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	—	30.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	30.00	—	.75	—	—	—	—	
Natick, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—	
Newton, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—	
Northampton, . . . . .	—	—	27.00	.50	2 T	—	—	4	—	
Pittsfield, . . . . .	—	—	28.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	32.50	—	—	6	6	<sup>3</sup> 40	—	
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—	
Waltham, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—	
Worcester, . . . . .	—	—	26.00	.50	2 T	—	—	—	—	
<b>Carpenters (Vaudeville Houses).</b>										
Brockton, . . . . .	—	—	20.00	—	1½ T	—	—	—	—	
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	27.00	—	1.00	—	—	—	—	
Framingham, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—	
Framingham (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—	
Haverhill, . . . . .	1.50	—	22.00	.50	1½ T	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>2</sup> 6.00	30.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn (Picture Houses), . . . . .	—	—	35.00	—	.75	—	—	—	—	
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	30.00	—	.75	—	—	—	—	
Natick, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—	
Natick (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—	
Newton, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—	
Newton (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—	
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—	
Springfield, . . . . .	—	—	27.00	.55	1.00	—	—	—	—	
Springfield (Picture Houses), . . . . .	—	—	25.00	.50	1.00	—	—	—	—	
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—	
Waltham, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—	
Waltham (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—	
Worcester, . . . . .	—	—	25.00	.50	2 T	—	—	—	—	
Worcester (Picture Houses), . . . . .	—	—	23.00	.50	2 T	—	—	—	—	

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> For work on Sunday.<sup>3</sup> Four hours on Sunday.<sup>4</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR				
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect	
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday			
<b>Carpenters (n. o. s.)</b>										
Boston, . . . . .	—	—	<sup>1</sup> \$50.00	2—	2—	—	—	—	—	
Boston, . . . . .	—	—	<sup>1</sup> 30.00	\$1.00	\$1.00	—	—	—	—	
New Bedford, . . . . .	—	—	30.00	.50	1.00	10	11	61	—	
North Adams, . . . . .	—	—	20.00	.50	1.00	—	—	—	—	
Springfield, . . . . .	—	—	25.00	—	—	—	—	—	—	
<b>Carpenters, Assistant (Stock Theatres).</b>										
Haverhill, . . . . .	\$1.50	—	25.00	.50	1½ T	—	—	—	—	
Northampton, . . . . .	—	—	23.00	.40	2 T	—	—	8—	—	
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	<sup>4</sup> 40	—	
<b>Electricians (Combination Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 30.00	.75	.75	—	—	—	—	
Fall River, . . . . .	—	—	22.00	—	1.00	—	—	—	—	
Framingham, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> \$3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Pittsfield, . . . . .	1.75	—	20.00	.75	1.00	—	—	—	—	
Taunton, . . . . .	—	—	20.00	.50	—	—	—	—	—	
Waltham, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Worcester, . . . . .	—	—	18.00	.50	2 T	—	—	—	—	
<b>Electricians (Stock Theatres).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 35.00	—	—	—	—	—	—	
Fitchburg, . . . . .	—	—	20.00	.50	1.00	6	6	36	—	
Framingham, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> 3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	22.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Northampton, . . . . .	—	—	23.00	.40	2 T	—	—	8—	—	
Pittsfield, . . . . .	1.75	—	22.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	<sup>4</sup> 40	—	
Taunton, . . . . .	—	—	20.00	—	—	—	—	—	—	
Waltham, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Worcester, . . . . .	—	—	18.00	.50	2 T	—	—	—	—	
<b>Electricians (Vaudeville Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 30.00	—	—	—	—	—	—	
Boston (Picture Houses), . . . . .	—	—	<sup>1</sup> 30.00	—	—	—	—	—	—	
Boston (Vaudeville and Pic- ture Houses), . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—	
Framingham, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	
Framingham (Vaudeville and Picture Houses), . . . . .	2.00	—	21.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> 3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	
Natick (Vaudeville and Picture Houses), . . . . .	2.00	—	21.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>3</sup> Hours irregular, but do not exceed 48 a week.<sup>4</sup> Four hours on Sunday.<sup>5</sup> For work on Sunday.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Electricians (Vaudeville Houses) — Con.</b>									
Newton (Vaudeville and Picture Theatres), . . .	\$2.00	—	\$21.00	\$0.60	\$0.75	—	—	—	—
Springfield, . . . . .	—	—	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	20.00	—	—	—	—	—	—
Waltham, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . .	2.00	—	21.00	.60	.75	—	—	—	—
Worcester, . . . . .	—	—	23.00	.50	2 T	—	—	—	—
Worcester (Picture Houses), .	—	—	18.00	.50	2 T	—	—	—	—
<b>Electricians (n. o. s.).</b>									
Boston, . . . . .	—	—	<sup>1</sup> 25.00	1.00	1.00	—	—	—	—
Boston, . . . . .	—	—	<sup>1</sup> 50.00	2 —	2 —	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	10	11	61	—
<b>Electricians, Assistant.</b>									
Boston (first), . . . . .	—	—	<sup>1</sup> 30.00	2 —	2 —	—	—	—	—
Boston (second), . . . . .	—	—	<sup>1</sup> 25.00	2 —	2 —	—	—	—	—
<b>Flymen (Combination Houses).</b>									
Boston, . . . . .	<sup>1</sup> 2.00	—	—	.75	.75	—	—	—	—
Boston (head), . . . . .	<sup>1</sup> 2.50	—	—	.75	.75	—	—	—	—
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—
Framingham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>3</sup> \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>4</sup> 40	—
Springfield, . . . . .	2.00	—	—	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	—	—	—	—	—
Waltham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	18.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—
<b>Flymen (Stock Theatres).</b>									
Boston, . . . . .	—	—	<sup>1</sup> 30.00	—	—	—	—	—	—
Brockton, . . . . .	—	—	18.00	—	.75	—	—	—	—
Fall River, . . . . .	—	—	25.00	1.00	1.00	—	—	—	—
Fitchburg, . . . . .	—	—	18.00	.50	1.00	6	6	36	—
Framingham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Haverhill (small houses), .	—	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>3</sup> \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Northampton, . . . . .	—	—	22.00	.40	2 T	—	—	<sup>7</sup> —	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>4</sup> 40	—
Waltham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	17.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>3</sup> For work on Sunday.<sup>4</sup> Four hours on Sunday.<sup>5</sup> Regular flymen receive 50 cents an hour; spare flymen, 40 cents an hour.<sup>6</sup> Regular flymen are paid regular time for holidays, and 2 T for Sundays; spare flymen are paid 2 T for Sundays and holidays.<sup>7</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday		
<b>Flymen (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	<sup>1</sup> \$25.00	—	—	—	—	—	—
Boston (Vaudeville and Picture Houses), . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—
Brockton, . . . . .	\$1.25	—	—	—	1½ T	—	—	—	—
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	21.00	—	\$0.75	—	—	—	—
Framingham, . . . . .	1.75	—	16.00	\$0.55	.65	—	—	—	—
Framingham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Haverhill (small houses), . . . . .	—	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	3.75	—	—	1½ T	—	—	—	—
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Natick (Vaudeville and Picture Houses), . . . . .	1.50	—	16.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Newton (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	20.00	.50	1.00	—	—	—	—
Waltham, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	<sup>3</sup> —	<sup>4</sup> —	—	—	—	—
<b>Flymen (n. o. s.).</b>									
Boston, . . . . .	<sup>1</sup> 2.50	—	—	5 —	5 —	—	—	—	—
Boston, . . . . .	<sup>1</sup> 2.00	—	—	<sup>6</sup> .50	<sup>6</sup> .50	—	—	—	—
New Bedford, . . . . .	—	—	21.00	.50	1.00	10	11	61	—
North Adams, . . . . .	—	—	16.50	.50	1.00	—	—	—	—
<b>Flymen, Head.</b>									
Boston, . . . . .	—	—	<sup>1</sup> 35.00	5 —	5 —	—	—	—	—
Boston, . . . . .	—	—	<sup>1</sup> 25.00	6 —	6 —	—	—	—	—
<b>Grips (Combination Houses).</b>									
Boston, . . . . .	<sup>1</sup> 2.00	—	—	.75	.75	—	—	—	—
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—
Framingham, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> 3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>7</sup> 40	—
Springfield, . . . . .	1.75	—	—	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	—	—	—	—	—
Waltham, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Worcester, . . . . .	1.50	—	18.00	<sup>8</sup> —	<sup>9</sup> —	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.

<sup>2</sup> For work on Sunday.

<sup>3</sup> Regular flymen receive 50 cents an hour; spare flymen, 40 cents an hour.

<sup>4</sup> Regular flymen are paid regular time for holidays, and 2 T for Sundays; spare flymen are paid 2 T for Sundays and holidays.

<sup>5</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.

<sup>6</sup> Overtime from midnight to 8 A.M., \$1 per hour.

<sup>7</sup> Four hours on Sunday.

<sup>8</sup> Regular grips are paid 50 cents an hour; spare grips are paid 40 cents an hour.

<sup>9</sup> Regular grips are paid regular time for holidays and 2 T for Sundays; spare grips are paid 2 T for Sundays and holidays.



TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAQFS WHEN PAID BY—					HOURS OF LABOR				
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect	
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday			
<b>Grips (Stock Theatres).</b>										
Boston,	—	—	<sup>1</sup> \$30.00	—	—	—	—	—	—	
Brockton,	—	—	18.00	—	\$0.75	—	—	—	—	
Fall River,	—	—	25.00	\$1.00	1.00	—	—	—	—	
Fitchburg,	—	—	18.00	.50	1.00	6	6	36	—	
Framingham,	\$1.75	—	18.00	.50	.65	—	—	—	—	
Haverhill,	1.50	—	19.50	.50	1½ T	—	—	—	—	
Holyoke,	1.50	<sup>2</sup> \$3.00	18.00	.50	—	—	—	—	—	
Lawrence,	2.00	—	—	—	1½ T	—	—	—	—	
Lynn,	—	—	21.00	.50	.75	—	—	—	—	
Natick,	1.75	—	18.00	.50	.65	—	—	—	—	
Newton,	1.75	—	18.00	.50	.65	—	—	—	—	
Northampton,	1.50	—	—	.40	2 T	—	—	<sup>3</sup> —	—	
Pittsfield,	1.50	—	—	.75	1.00	—	—	—	—	
Salem,	—	—	18.00	.50	1½ T	6	6	<sup>4</sup> 40	—	
Taunton,	—	—	18.00	—	—	—	—	—	—	
Waltham,	1.75	—	18.00	.50	.65	—	—	—	—	
Worcester,	1.50	—	17.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—	
<b>Grips (Vaudeville Houses).</b>										
Boston,	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—	
Boston (Vaudeville and Picture Houses),	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—	
Brockton,	1.25	—	16.00	—	1½ T	—	—	—	—	
Fall River (Vaudeville and Picture Houses),	—	—	21.00	—	.75	—	—	—	—	
Framingham,	1.50	—	16.00	.50	.65	—	—	—	—	
Framingham (Vaudeville and Picture Houses),	1.50	—	15.00	.50	.65	—	—	—	—	
Haverhill,	1.50	—	19.50	.50	1½ T	—	—	—	—	
Haverhill (small houses),	—	—	19.50	.50	1½ T	—	—	—	—	
Holyoke,	1.50	<sup>2</sup> 3.00	18.00	.50	—	—	—	—	—	
Lawrence,	—	3.75	—	—	1½ T	—	—	—	—	
Lynn (Vaudeville and Picture Houses),	—	—	24.00	.50	.75	—	—	—	—	
Natick,	1.50	—	16.00	.50	.65	—	—	—	—	
Natick (Vaudeville and Picture Houses),	1.50	—	15.00	.50	.65	—	—	—	—	
Newton,	1.50	—	16.00	.50	.65	—	—	—	—	
Newton (Vaudeville and Picture Houses),	1.50	—	15.00	.50	.65	—	—	—	—	
Pittsfield,	1.50	—	—	.75	1.00	—	—	—	—	
Taunton,	—	—	18.00	—	—	—	—	—	—	
Waltham,	1.50	—	16.00	.50	.65	—	—	—	—	
Waltham (Vaudeville and Picture Houses),	1.50	—	15.00	.50	.65	—	—	—	—	
Worcester,	1.50	—	20.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—	
<b>Grips (n. o. s.).</b>										
Boston,	<sup>1</sup> 2.50	—	—	<sup>7</sup> —	<sup>7</sup> —	—	—	—	—	
Boston,	<sup>1</sup> 2.00	—	—	<sup>8</sup> .50	<sup>8</sup> .50	—	—	—	—	
New Bedford,	—	—	21.00	.50	1.00	10	11	61	—	

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> For work on Sunday.<sup>3</sup> Hours irregular, but do not exceed 48 a week.<sup>4</sup> Four hours on Sunday.<sup>5</sup> Regular grips are paid 50 cents an hour; spare grips are paid 40 cents an hour.<sup>6</sup> Regular grips are paid regular time for holidays and 2 T for Sundays; spare grips are paid 2 T for Sundays and holidays.<sup>7</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>8</sup> Overtime from midnight to 8 A.M., \$1 per hour.

TABLE 13. THEATRICAL EMPLOYMENT—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR				
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday			
<b>Lighting Operators (Combination Houses).</b>										
Boston (front), . . . . .	<sup>1</sup> \$2.50	—	—	\$0.75	\$0.75	—	—	—	—	
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	.75	.75	—	—	—	—	
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—	
Haverhill (bridge and front), . . . . .	1.50	—	\$18.00	.50	1½ T	—	—	—	—	
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—	
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—	
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—	
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—	
Salem (front), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—	
Salem (stage), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—	
Springfield, . . . . .	1.50	—	—	.50	1.00	—	—	—	—	
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—	
Worcester (picture houses, front), . . . . .	1.50	—	—	.40	2 T	—	—	—	—	
Worcester (picture houses, stage), . . . . .	1.25	—	—	.40	2 T	—	—	—	—	
<b>Lighting Operators (Stock Theatres).</b>										
Boston (front), . . . . .	<sup>1</sup> 2.50	—	—	—	—	—	—	—	—	
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	—	—	—	—	—	—	
Brockton, . . . . .	—	—	18.00	—	.75	—	—	—	—	
Haverhill (bridge and front), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—	
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—	
Haverhill (small houses), . . . . .	—	—	18.00	.50	1½ T	—	—	—	—	
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—	
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—	
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—	
Salem (front), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—	
Salem (stage), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—	
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—	
<b>Lighting Operators (Vaudeville Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—	
Brockton, . . . . .	1.25	—	—	—	1½ T	—	—	—	—	
Haverhill (bridge and front), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—	
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—	
Haverhill (small time), . . . . .	—	—	18.00	.50	1½ T	—	—	—	—	
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—	
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—	
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—	
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—	
<b>Lighting Operators (n. o. s.).</b>										
Boston (front), . . . . .	<sup>1</sup> 2.50	—	—	4 —	4 —	—	—	—	—	
Boston (front), . . . . .	<sup>1</sup> 3.00	—	—	5 —	5 —	—	—	—	—	
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	4 —	4 —	—	—	—	—	
Boston (stage), . . . . .	<sup>1</sup> 2.50	—	—	5 —	5 —	—	—	—	—	
<b>Moving Picture Operators.</b>										
<b>Beverly:</b>										
Operators (continuous performance), . . . . .	—	—	20.00	.50	.75	7	7	42	—	
Vaudeville and picture houses (two daily performances), . . . . .	—	—	20.00	.50	.75	7	7	42	—	
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—	

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Four hours on Sunday.<sup>3</sup> Rate per hour.<sup>4</sup> Overtime from midnight to 8 A.M., \$1 per hour.<sup>5</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday		
<b>Moving Picture Operators</b> — Con.									
Boston (Union A), . . . . .	—	—	\$24 00	\$1.00	\$1.00	7	7	<sup>1</sup> 42	—
Brockton, . . . . .	—	—	<sup>2</sup> 20.00	.75	<sup>3</sup> —	6	6	36	—
Fall River, . . . . .	—	—	24.00	1.00	1.00	6	6	<sup>4</sup> 40	—
Fitchburg, . . . . .	—	—	25.00	1.00	1.00	6	6	36	—
Haverhill, . . . . .	—	—	<sup>6</sup> 36.00	—	1.00	6	6	<sup>5</sup> 42	—
Lawrence, . . . . .	—	—	<sup>6</sup> 25.50	.80	4.50	6	6	<sup>6</sup> 42	—
Lawrence (relief men), . . . .	\$0.60	—	—	—	—	3	3	18	—
Lowell, . . . . .	—	<sup>7</sup> \$3 50	<sup>8</sup> 21.00	.75	.75	6	7	<sup>9</sup> 37	—
<b>Lynn:</b>									
Operators (continuous per- formance), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Vaudeville and picture houses (two daily per- formances), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.75	<sup>9</sup> —	6	6	<sup>9</sup> 36	—
North Adams, . . . . .	—	—	20.00	.50	1.00	—	—	—	—
Northampton (two daily per- formances), . . . . .	—	—	20.00	.40	2 T	—	—	<sup>10</sup> 48	—
<b>Pittsfield:</b>									
Straight stock, . . . . .	—	—	20.00	.75	1.00	6	6	36	—
Straight vaudeville, . . . . .	—	—	24.00	.75	1.00	6	6	36	—
Operators (six nights and one matinee), . . . . .	—	—	18.00	.75	1.00	3	6	21	—
Operators (two daily per- formances):									
Theatres seating 1,000 or over, . . . . .	—	—	24.00	.75	1.00	6	6	36	—
Theatres seating less than 1,000, . . . . .	—	—	22.00	.75	1.00	6	6	36	—
<b>Salem:</b>									
Vaudeville and picture houses (two daily per- formances), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—
Operators (continuous per- formance), . . . . .	—	—	20.00	.50	.75	7	7	42	—
<b>Springfield:</b>									
Operators (two daily per- formances):									
Theatres seating over 1,000, . . . . .	—	—	25.00	.75	<sup>11</sup> 1.00	6	6	36	—
Theatres seating 1,000 or less, . . . . .	—	—	24.00	.75	<sup>11</sup> 1.00	6	6	36	—
Straight stock, . . . . .	—	—	22.00	.75	<sup>11</sup> 1.00	6	6	36	—

<sup>1</sup> When 47 hours comprise a week's work (5 hours or less on Sunday evening), men receive \$4 more.

<sup>2</sup> On July 15, 1918, rate was increased to \$25.

<sup>3</sup> \$5 for six hours or less.

<sup>4</sup> Four hours on Sunday.

<sup>6</sup> For six hours on Sunday men receive \$6.

<sup>6</sup> For six hours on Sunday men receive \$4.50.

<sup>7</sup> On September 1, 1918, rate was increased to \$4.50 per day with \$1 per hour for overtime and Sunday work.

<sup>8</sup> For seven hours on Sunday or on a holiday (44 hours a week), men receive \$4.

<sup>9</sup> \$5 for work on Sunday, which varies from three to six hours.

<sup>10</sup> Hours irregular, but do not exceed 48 a week.

<sup>11</sup> Overtime on holidays, \$1 per hour.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR				
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect	
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday			
<b>Moving Picture Operators</b> — Con.										
Springfield — Con.										
Operators (continuous per- formance):										
Theatres seating over 1,000, . . . . .	-	-	\$23.00	\$0.75	<sup>1</sup> \$1.00	6- 9	6- 9	-	-	
Theatres seating over 1,000, . . . . .	-	-	24.00	.75	<sup>1</sup> 1.00	9- 12	9- 12	-	-	
Theatres seating 1,000 or less, . . . . .	-	-	21.00	.75	<sup>1</sup> 1.00	6- 9	6- 9	-	-	
Theatres seating 1,000 or less, . . . . .	-	-	23.00	.75	<sup>1</sup> 1.00	9- 12	9- 12	-	-	
Operators (six nights and one matinee), . . . . .	-	-	18.00	.75	<sup>1</sup> 1.00	3	6	21	-	
Operators (open air theatres), . . . . .	-	-	25.00	.75	1.00	6	6	36	-	
Taunton, . . . . .	-	-	25.00	-	1.00	-	-	-	-	
Waltham, . . . . .	-	-	30.00	-	-	-	-	-	-	
Worcester:										
First men, . . . . .	-	-	24.00	Reg.	2 T	6	6	36	-	
Second men, . . . . .	-	-	22.00	Reg.	2 T	-	-	-	-	
<b>Propertymen (Combination Houses).</b>										
Boston, . . . . .	-	-	<sup>2</sup> 30.00	.75	.75	-	-	-	-	
Fall River, . . . . .	-	-	22.00	-	1.00	-	-	-	-	
Framingham, . . . . .	\$2.25	-	22.00	.60	.75	-	-	-	-	
Haverhill, . . . . .	-	-	18.00	.50	1½ T	-	-	-	-	
Holyoke, . . . . .	1.50	<sup>3</sup> \$4.50	20.00	.50	-	-	-	-	-	
Lawrence, . . . . .	-	-	25.00	-	1½ T	-	-	-	-	
Lynn, . . . . .	-	-	24.00	.50	.75	-	-	-	-	
Natick, . . . . .	2.25	-	22.00	.60	.75	-	-	-	-	
Newton, . . . . .	2.25	-	22.00	.60	.75	-	-	-	-	
Pittsfield, . . . . .	-	5.00	20.00	.75	1.00	-	-	-	-	
Salem, . . . . .	-	-	18.00	.50	1½ T	6	6	<sup>4</sup> 40	-	
Springfield, . . . . .	-	-	22.00	.50	1.00	-	-	-	-	
Taunton, . . . . .	-	-	18.00	.50	-	-	-	-	-	
Waltham, . . . . .	2.25	-	22.00	.60	.75	-	-	-	-	
Worcester, . . . . .	-	-	19.00	.50	2 T	-	-	-	-	
<b>Propertymen (Stock Theatres).</b>										
Boston, . . . . .	-	-	<sup>2</sup> 35.00	-	-	-	-	-	-	
Brockton, . . . . .	-	-	18.00	-	.75	-	-	-	-	
Fall River, . . . . .	-	-	30.00	1.00	1.00	-	-	-	-	
Fitchburg, . . . . .	-	-	22.00	.50	1.00	6	6	36	-	
Framingham, . . . . .	2.25	-	24.00	.60	.75	-	-	-	-	
Haverhill, . . . . .	-	-	23.00	.50	1½ T	-	-	-	-	
Holyoke, . . . . .	1.50	<sup>3</sup> 4.50	20.00	.50	-	-	-	-	-	
Lawrence, . . . . .	-	-	25.00	-	1½ T	-	-	-	-	
Lynn, . . . . .	-	-	22.00	.50	.75	-	-	-	-	
Natick, . . . . .	2.25	-	24.00	.60	.75	-	-	-	-	
Newton, . . . . .	2.25	-	24.00	.60	.75	-	-	-	-	
Northampton, . . . . .	-	-	22.00	.40	2 T	-	-	<sup>5</sup> -	-	
Pittsfield, . . . . .	-	-	22.00	.75	1.00	-	-	-	-	
Salem, . . . . .	-	-	22.00	.50	1½ T	6	6	<sup>4</sup> 40	-	
Taunton, . . . . .	-	-	18.00	.50	-	-	-	-	-	
Waltham, . . . . .	2.25	-	24.00	.60	.75	-	-	-	-	
Worcester, . . . . .	-	-	20.00	.50	2 T	-	-	-	-	
<b>Propertymen (Vaudeville Houses).</b>										
Boston, . . . . .	-	-	<sup>2</sup> 30.00	-	-	-	-	-	-	
Boston (Vaudeville and Picture Houses), . . . . .	-	-	<sup>2</sup> 25.00	-	-	-	-	-	-	

<sup>1</sup> Overtime on holidays, \$1 per hour.

<sup>2</sup> Rate effective August 12, 1918.

<sup>3</sup> For work on Sunday.

<sup>4</sup> Four hours on Sunday.

<sup>5</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY---					HOURS OF LABOR			
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday		
<b>Propertytymen (Vaudeville Houses) — Con.</b>									
Brockton, . . . . .	—	—	\$15.00	—	1½ T	—	—	—	—
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	22.00	—	\$0.75	—	—	—	—
Framingham, . . . . .	\$2.00	—	21.00	\$0.60	.75	—	—	—	—
Framingham (Vaudeville and Picture Houses), . . . . .	1.75	—	20.00	.60	.75	—	—	—	—
Haverhill, . . . . .	—	—	18.00	.50	1½ T	—	—	—	—
Haverhill (small houses), . . . . .	—	—	18.00	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>1</sup> \$4.50	20.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	—	25.00	—	1½ T	—	—	—	—
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	2.00	—	21.00	.60	.75	—	—	—	—
Natick (Vaudeville and Picture Houses), . . . . .	1.75	—	20.00	.60	.75	—	—	—	—
Newton, . . . . .	2.00	—	21.00	.60	.75	—	—	—	—
Newton (Vaudeville and Picture Houses), . . . . .	1.75	—	20.00	.60	.75	—	—	—	—
Pittsfield, . . . . .	—	—	17.00	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	—	—	—	—	—
Waltham, . . . . .	2.00	—	21.00	.60	.75	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . . . .	1.75	—	20.00	.60	.75	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T	—	—	—	—
<b>Propertytymen (n. o. s.).</b>									
Boston, . . . . .	—	—	<sup>2</sup> 45.00	<sup>3</sup> —	<sup>3</sup> —	—	—	—	—
Boston, . . . . .	—	—	<sup>2</sup> 25.00	1.00	1.00	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	10	11	61	—
North Adams, . . . . .	—	—	16.50	.50	1.00	—	—	—	—
Springfield, . . . . .	—	—	20.00	—	—	—	—	—	—
<b>Propertytymen, Assistant (Combination Houses).</b>									
Boston, . . . . .	1.25	2.50	—	<sup>4</sup> —	.50	—	—	—	—
<b>Propertytymen, Assistant (Stock Theatres).</b>									
Brockton, . . . . .	—	—	14.00	—	.75	—	—	—	—
Haverhill, . . . . .	—	—	20.00	.50	1½ T	—	—	—	—
<b>Propertytymen, Assistant (Vaudeville Houses).</b>									
Springfield, . . . . .	—	—	14.00	.50	1.00	—	—	—	—
<b>Propertytymen, Assistant (n. o. s.).</b>									
Boston, . . . . .	—	—	<sup>2</sup> 30.00	<sup>3</sup> —	<sup>3</sup> —	—	—	—	—
Lynn, . . . . .	—	—	15.00	.50	.75	—	—	—	—
<b>Stage Managers (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	<sup>2</sup> 35.00	—	—	—	—	—	—
Boston (Picture Theatres), . . . . .	—	—	<sup>2</sup> 30.00	—	—	—	—	—	—
Boston (Vaudeville and Picture Houses), . . . . .	—	—	<sup>2</sup> 30.00	—	—	—	—	—	—

<sup>1</sup> For work on Sunday.<sup>2</sup> Rate effective August 12, 1918.<sup>3</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>4</sup> Fifty cents per hour from midnight to 8 A.M.; other overtime, 40 cents per hour.



TABLE 14. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Boxmakers.</b>										
Boston (cigar boxes):										
Compositors (wood print-ing), . . . . .	-	-	\$20.00	1½ T	1½ T	8	4	44		12
Embossers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44		12
Finishers (repair men), . .	\$0.30	-	-	1½ T	2 T	8¾	4	47¾		12
Foremen, . . . . .	-	-	22.00	1½ T	1½ T	8	4	44		12
Hingers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44		12
Nailers (bench), . . . . .	-	-	17.00	1½ T	1½ T	8	4	44		12
Nailers (bottom), . . . . .	-	-	16.00	1½ T	1½ T	8	4	44		12
Nailers (frame), . . . . .	-	-	16.00	1½ T	1½ T	8	4	44		12
Nailers (single), . . . . .	-	-	17.00	1½ T	1½ T	8	4	44		12
Nailers (top), . . . . .	-	-	15.00	1½ T	1½ T	8	4	44		12
Planers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44		12
Printers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44		12
Sawyers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44		12
Shippers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44		12
Trimmers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44		12
Woodpickers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44		12
Holyoke (nailers), . . . . .	.40	-	-	2 T	2 T	9	5	50		12
Holyoke (sawyers), . . . .	.50	-	-	2 T	2 T	9	5	50		12
Lawrence:										
Foremen, . . . . .	.56	-	26.88	1½ T	1½ T	8¾	4¾	48		12
Helpers, . . . . .	.38½	-	18.48	1½ T	1½ T	8¾	4¾	48		12
Nailers, . . . . .	.49¾	-	23.88	1½ T	1½ T	8¾	4¾	48		12
Planers, . . . . .	.38½	-	18.48	1½ T	1½ T	8¾	4¾	48		12
Sawyers, . . . . .	.49¾	-	23.88	1½ T	1½ T	8¾	4¾	48		12
Lowell, . . . . .	.38	-	-	Reg.	Reg.	9¾	5¼	54		12
<b>Carpenters.</b>										
<i>Apprentices.</i>										
Lynn:										
First year, . . . . .	-	-	10.00	-	-	8	4	44		12
Second year, . . . . .	-	-	12.00	-	-	8	4	44		12
Third year, . . . . .	-	-	15.00	-	-	8	4	44		12
Fourth year, . . . . .	-	-	18.00	-	-	8	4	44		12
<i>Bench Hands..</i>										
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44		12
Lynn, . . . . .	.60	\$4.80	26.40	2 T	2 T	8	4	44		12
Springfield, . . . . .	-	-	18.00	2 T	2 T	8¾	4¾	48		12
<i>Cabinet Makers.</i>										
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44		12
Lowell, . . . . .	.60	-	-	1½ T	2 T	8¾	4¾	48		12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44		12
New Bedford, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44		12
Salem, . . . . .	.60	-	26.40	2 T	2 T	8	4	44		12
Springfield (first class), . .	-	-	18.00	2 T	2 T	8¾	4¾	48		12
Worcester, . . . . .	.50	-	-	1-	2 T	8¾	4¾	48		12
<i>Helpers.</i>										
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44		12
Holyoke, . . . . .	.45	-	-	2 T	2 T	9	5	50		12
<i>Machine Men.</i>										
Lowell, . . . . .	.57½	-	-	1½ T	2 T	8¾	4¾	48		12
<i>Matchers.</i>										
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44		12
<i>Millwrights or Mill Hands (General).</i>										
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44		12
Boston (Unions A and B), . .	.60	-	-	2 T	2 T	8	4	44		12
Brockton, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44		12
Holyoke, . . . . .	.60	-	-	2 T	2 T	9	5	50		12
Lee, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44		12

¹ Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Millwrights or Mill Hands (General) — Con.</i>									
Lynn, . . . . .	\$0.60	\$4.80	\$26.40	2 T	2 T	8	4	44	12
Marblehead, . . . . .	$\left\{ \begin{array}{l} 1.30- \\ .60 \end{array} \right.$	—	—	1½ T	1½ T	9	5	50	12
Pittsfield, . . . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	20.00	2 T	2 T	8½	4½	48	12
Stoughton, . . . . .	—	—	24.75	1½ T	2 T	8	4	44	12
Worcester, . . . . .	.50	—	—	2 —	2 T	8½	4½	48	12
<b>Molders, Wood.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lowell (irregular), . . . . .	.62½	—	—	1½ T	2 T	8½	4½	48	12
Lowell (straight), . . . . .	.57½	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Salem (irregular), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (irregular and straight), . . . . .	—	—	22.00	2 T	2 T	8½	4½	48	12
Worcester (upright), . . . . .	.50	—	—	2 —	2 T	8½	4½	48	12
<b>Mortisers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
<b>Planer Hands.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Sanders.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Sash and Blind Makers.</b>									
Lowell, . . . . .	.45	—	—	1½ T	2 T	8½	4½	48	12
<b>Sawyers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Shippers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
<b>Shop Carpenters.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Brockton (foremen), . . . . .	.76¼	6.10	33.55	2 T	2 T	8	4	44	12
Concord, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Lee, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Lee (foremen), . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Lowell (foremen), . . . . .	.75	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.70	5.60	—	2 T	2 T	8	4	44	12
Salem (French), . . . . .	.60	4.80	26.40	2 T	3 T	8	4	44	12
Stoughton, . . . . .	—	—	24.75	1½ T	2 T	8	4	44	12
Taunton, . . . . .	$\left\{ \begin{array}{l} .40 \\ .45 \end{array} \right.$	—	—	1½ T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
<b>Stock Cutters.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lowell, . . . . .	.55	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	18.00	2 T	2 T	8½	4½	48	12

<sup>1</sup> Mostly aeroplane work.<sup>2</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Carpenters — Con.</b>										
<i>Stock Fitters.</i>										
Boston, . . . . .	\$0.60	—	—	2 T	2 T	8	4	44	12	
Lynn, . . . . .	.60	\$4.80	\$26.40	2 T	2 T	8	4	44	12	
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12	
<i>Tenoners.</i>										
Boston (Unions A and B), . . . . .	.60	—	—	2 T	2 T	8	4	44	12	
<i>Turners.</i>										
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12	
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12	
Springfield (first class), . . . . .	—	—	20.00	2 T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
<i>Veneer Men.</i>										
Lowell, . . . . .	.45	—	—	1 $\frac{1}{2}$ T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
<b>Furniture Makers.</b>										
Gardner, . . . . .	.25	2.50	13.75	Reg.	Reg.	10	5	55	12	
<b>Painters (Hardwood Finishers).</b>										
Boston, <sup>1</sup> . . . . .	—	—	21.00	1 $\frac{1}{2}$ T	2—	9	5	50	12	
Boston (helpers), . . . . .	—	—	13.00	1 $\frac{1}{2}$ T	2—	9	5	50	12	
<b>Pattern Makers, Wood.</b>										
Boston (job), . . . . .	.80	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Boston (manufacturing), . . . . .	.75	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Fitchburg (job), . . . . .	.55	4.95	27.50	1 $\frac{1}{2}$ T	2 T	9	5	50	12	
Fitchburg (manufacturing), {	.45	—	—	1 $\frac{1}{2}$ T	2 T	9	5	50	12	
.50										
.55										
Lawrence (job), . . . . .	.80	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lawrence (manufacturing), . . . . .	.75	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lowell (job), . . . . .	.80	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lowell (manufacturing), . . . . .	.75	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lynn (job), . . . . .	.80	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lynn (manufacturing), . . . . .	.75	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Pittsfield, . . . . .	.53	4.77	26.50	1 $\frac{1}{2}$ T	2 T	9	5	50	12	
Quincy (job), . . . . .	.80	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Quincy (manufacturing), . . . . .	.75	—	—	3 2 T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Springfield, . . . . .	.75	—	—	2 T	2 T {	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Taunton, . . . . .	.55	—	—	1 $\frac{1}{2}$ T	2 T	9	4 $\frac{1}{2}$	49 $\frac{1}{2}$	12	
Worcester, . . . . .	.60									
<b>Piano and Organ Workers.</b>										
Boston, . . . . .	.42	—	—	1 $\frac{1}{2}$ T	—	9	4 $\frac{1}{2}$	49 $\frac{1}{2}$	12	
<b>Upholsterers.</b>										
Boston:										
Custom work, . . . . .	.55	—	26.40	1 $\frac{1}{2}$ T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Shade men, . . . . .	—	—	21.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12	
Shade men (apprentices):										
First year, . . . . .	—	—	10.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12	
Second year, . . . . .	—	—	15.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12	
Third year, . . . . .	—	—	19.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12	
Wholesale establishments, . . . . .	.50	4.50	25.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12	

<sup>1</sup> Includes polishers, rubbers, shellackers, and varnishers.<sup>2</sup> Sundays, 2 T; holidays, 1 $\frac{1}{2}$  T.<sup>3</sup> Are accepting 1 $\frac{1}{2}$  T on government work because of government regulations.<sup>4</sup> Minimum rates in different establishments.<sup>5</sup> In job shops, work eight hours a day, 48 hours a week during entire year; in manufacturing shops, work 8 $\frac{2}{3}$  hours on 5 days, 4 $\frac{2}{3}$  hours on Saturday, during entire year.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Upholsterers — Con.</b>									
<i>Carpet Mechanics.</i>									
Boston (cutters, layers, measurers, and stitchers), .	-	-	<sup>1</sup> \$25.30	2 T	2 T	8	4	44	12
<b>Willow, Reed, and Rattan Workers.</b>									
Boston, . . . . .	\$0.50	-	-	1½ T	1½ T	9	4½	49½	12
Gardner, . . . . .	.40	\$4.00	22.00	Reg.	Reg.	10	5	55	12
<b>Wood Carvers.</b>									
Boston, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12

<sup>1</sup> On September 1, 1918, rate was increased to \$27.60.

TABLE 15. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holid-ays	Mon-day to Fri-day	Sat-urday		
<b>Bevelers and Polishers.</b>									
Boston:									
Bevelers, . . . . .	-	-	<sup>1</sup> \$21.00-25.00	1½ T	2 T	8	4	44	12
Grinders, . . . . .	-	-	<sup>1</sup> 21.00-25.00	1½ T	2 T	8	4	44	12
Polishers, red wheel, . . . . .	-	-	<sup>1</sup> 20.00-22.00	1½ T	2 T	8	4	44	12
Polishers, white wheel, . . . . .	-	-	<sup>1</sup> 19.00-22.00	1½ T	2 T	8	4	44	12
Silverers, . . . . .	-	-	<sup>1</sup> 22.00-24.00	1½ T	2 T	8	4	44	12
<b>Bill Posters and Billers.</b>									
Boston, . . . . .	-	\$3.00	-	1½ T	-	8	4	44	12
Boston (foremen), . . . . .	-	-	21.00	1½ T	-	8	4	44	12
Boston (helpers), . . . . .	-	-	19.00	1½ T	-	8	4	44	12
<b>Bottle Sorters and Washers.</b>									
Boston:									
Drivers who do sorting, . . . . .	-	-	20.00	1½ T	-	9	2 9	2 54	2 4
Sorters, . . . . .	-	-	20.00	1½ T	-	9	2 9	2 54	2 4
Sorters (beginners), . . . . .	-	-	13.50	1½ T	-	9	2 9	2 54	2 4
Sorters' helpers, . . . . .	-	-	16.50	1½ T	-	9	2 9	2 54	2 4
Washers, . . . . .	-	-	16.50	1½ T	-	9	2 9	2 54	2 4
Washers (beginners), . . . . .	-	-	12.00	1½ T	-	9	2 9	2 54	2 4
Washers' helpers, . . . . .	-	-	14.50	1½ T	-	9	2 9	2 54	2 4
<b>Celluloid Workers.</b>									
Leominster:									
Comb makers, . . . . .	\$0.35	3.50	-	Reg.	-	10	2 9	2 59	2 6
Comb cutters, . . . . .	.40	4.00	22.00	Reg.	-	10	2 9	2 59	2 6
Novelty workers, . . . . .	.30	3.00	-	Reg.	-	10	2 9	2 59	2 6
<b>Clerks, Retail.</b>									
<i>Clothing and Shoe Clerks.</i>									
Brockton, . . . . .	-	-	12.00	-	-	4 8½	11	4 53½	4 2
<i>Dry Goods Clerks.</i>									
Brockton, . . . . .	-	-	10.00	-	-	6 8	10	6 50	6 3
<i>Grocery and Provision Clerks.</i>									
Brockton (men), . . . . .	-	-	12.00	-	-	10	12	62	2
Brockton (women), . . . . .	-	-	8.50	-	-	9	9	54	2
<i>Retail Clerks (Miscellaneous).</i>									
Fitchburg, . . . . .	-	-	20.00	\$0.48	-	6 -	6 -	6 -	6 -
<i>Wine Clerks.</i>									
Boston:									
Clerks, counter sales, . . . . .	-	-	21.00	Reg.	-	10	10	60	-
Clerks, extra, . . . . .	-	4.00	-	Reg.	-	9	9	54	-
Clerks, porter, . . . . .	-	-	15.00	Reg.	-	10	10	60	-
Clerks, receiving, . . . . .	-	-	18.00	Reg.	-	10	10	60	-
Clerks, shipping, . . . . .	-	-	20.00	Reg.	-	10	10	60	-

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>2</sup> During four months, work five hours on Saturday, 50 hours a week.<sup>3</sup> During six months, work five hours on Saturday, 55 hours a week.<sup>4</sup> During two months, work 3½ hours on Tuesday, 48½ hours a week.<sup>5</sup> During 3 months, work 3 hours on Tuesday, 45 hours a week.<sup>6</sup> During four months, work 11 hours on three days, 11½ hours on one day, 12½ hours on one day, and 4½ hours on one day, making 61½ hours a week; during eight months, work 11 hours on four days, 11½ hours on one day, 12½ hours on one day, making 68 hours a week.



TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Clerks, Retail — Con.</b>									
Wine Clerks — Con.									
Boston — Con.									
Foremen, counter sales, . . .	—	—	\$25 00	Reg.	—	10	10	60	—
Rectifiers, first class, . . .	—	—	30.00	Reg.	—	9	9	54	—
Rectifiers, second class, . . .	—	—	25.00	Reg.	—	10	10	60	—
Springfield (after two months), . . .	—	—	20.00	—	—	—	—	56	—
Springfield (after one year), . . .	—	—	25.00	—	—	—	—	56	—
Worcester:									
Clerks, inexperienced, . . .	—	—	16.00	1½ T	2 T	9	11	56	—
Clerks (after one year's experience), . . .	—	—	20.00	1½ T	2 T	9	11	56	—
Rectifiers, . . .	—	—	22.00	1½ T	2 T	9	9	54	—
Rectifiers, head, . . .	—	—	27.00	1½ T	2 T	9	9	54	—
<b>Electrical Workers (Outsidemen).</b>									
Cable Splicers.									
Boston:									
Cable splicers, . . .	\$0.62½	\$5.00	30.00	1½ T	1½ T	8	8	48	3
Cable splicers' apprentices:									
First six months, . . .	.25	—	—	1½ T	1½ T	8	8	48	3
Second six months, . . .	.27½	—	—	1½ T	1½ T	8	8	48	3
After one year, . . .	.30½	—	—	1½ T	1½ T	8	8	48	3
Cable splicers' helpers:									
First year, . . .	.43¾	3.50	21.00	1½ T	1½ T	8	8	48	3
Second year, . . .	.56¼	4.50	27.00	1½ T	1½ T	8	8	48	3
Foremen.									
Greenfield, . . .	—	—	32.85	1½ T	1—	2—	2—	2—	2—
Guardmen.									
Boston, . . .	31¼	2.50	15.00	1½ T	1½ T	8	8	48	3
Installation Men.									
Greenfield (Class A), . . .	—	—	28.35	1½ T	1—	2—	2—	2—	2—
Greenfield (Class B), . . .	—	—	26.85	1½ T	1—	2—	2—	2—	2—
Greenfield (Class C), . . .	—	—	25.35	1½ T	1—	2—	2—	2—	2—
Linemen.									
Boston:									
Linemen, . . .	—	5.00	—	1½ T	1½ T	8	8	48	—
Foremen, . . .	—	6.00	—	1½ T	1½ T	8	8	48	—
Greenfield:									
Linemen, . . .	—	—	25.35	1½ T	1—	2—	2—	2—	2—
Linemen, head, . . .	—	—	28.35	1½ T	1—	2—	2—	2—	2—
Linemen (sub-foremen), . . .	—	—	29.85	1½ T	1—	2—	2—	2—	2—
Station Repairmen.									
Greenfield (Class A), . . .	—	—	28.35	1½ T	1—	2—	2—	2—	2—
<b>Electrical Workers (Shop Workmen).</b>									
Boston:									
Shop workmen (first class), . . .	.65	—	—	2 T	2 T	8½	4	46½	12
Helpers, . . .	.40	—	—	2 T	2 T	8½	4	46½	12
Machinists, electrical, . . .	.65	—	—	2 T	2 T	8½	4	46½	12

<sup>1</sup> Sundays, 1½ T; holidays, 2 T.

<sup>2</sup> During three months, work nine hours on four days, eight hours on one day, making 44 hours a week; during other nine months, work eight hours on six days, making 48 hours a week.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Engineers, Coal Hoisting.									
Boston:									
One-man tower, . . . . .	—	—	\$28.00	\$0.85	1—	9	2 8	2 53	2 8
Two-man tower, . . . . .	—	—	25 00	.85	1—	9	2 8	2 53	2 8
Transient men, day, . . . . .	—	\$8.00	—	.85	\$10.00	9	8	53	—
Transient men, night, . . . . .	—	9.00	—	.85	12.00	9	8	53	—
Trolley men, . . . . .	—	—	23.00	.85	1—	9	2 8	2 53	2 8
Brockton (one-man tower), . . . . .	—	—	25.00	.70	1.00	9	2 8	2 53	2 8
Brockton (two-man tower), . . . . .	—	—	22.00	.70	1.00	9	2 8	2 53	2 8
Salem:									
One-man tower, . . . . .	—	—	28.00	.85	3—	9	2 8	2 53	2 8
Two-man tower, . . . . .	—	—	25.00	.85	3—	9	2 8	2 53	2 8
Trolley engineers, . . . . .	—	—	23 00	.85	3—	9	2 8	2 53	2 8
Engineers, Stationary (in Charge). <sup>4</sup>									
Boston:									
First class plants, . . . . .	—	—	35.00	1½ T	1½ T	8	8	48	—
Second class plants, . . . . .	—	—	30.00	1½ T	1½ T	8	8	48	—
Third class plants, . . . . .	—	—	28.00	1½ T	1½ T	8	8	48	—
Brockton:									
First class plants, . . . . .	—	—	35.00	1½ T	2 T	5 8	5 8	5 56	}
						10	10	60	
Second class plants, . . . . .	—	—	30.00	1½ T	2 T	5 8	5 8	5 56	
						10	10	60	}
Third class plants, . . . . .	—	—	25.00	1½ T	2 T	5 8	5 8	5 56	
						10	10	60	}
Holyoke:									
First class plants, . . . . .	\$0.66¾	—	32.00	2 T	2 T	8	8	48	—
Second class plants, . . . . .	.62½	—	30.00	2 T	2 T	8	8	48	—
Third class plants, . . . . .	.58¾	—	28.00	2 T	2 T	8	8	48	—
Lowell:									
First class plants, . . . . .	—	—	35.00	1½ T	2 T	—	—	60	—
Second class plants, . . . . .	—	—	30.00	1½ T	2 T	—	—	60	—
Third class plants, . . . . .	—	—	25.00	1½ T	2 T	—	—	60	—
Lynn:									
First class plants, . . . . .	—	—	35.00	1½ T	2 T	10	6 10	6 60	6—
Second class plants, . . . . .	—	—	30.00	1½ T	2 T	10	6 10	6 60	6—
Third class plants, . . . . .	—	—	25.00	1½ T	2 T	10	6 10	6 60	6—
Northampton (second class plants), . . . . .	—	7 4.50	—	—	—	9½	4½	54	12
Northampton (third class plants), . . . . .	—	7 4.00	—	—	—	9½	4½	54	12
Salem:									
First class plants, . . . . .	—	—	35.00	1½ T	2 T	5 8	5 8	5 48	}
						10	10	60	
Second class plants, . . . . .	—	—	30.00	1½ T	2 T	5 8	5 8	5 48	
						10	10	60	}
Third class plants, . . . . .	—	—	25.00	1½ T	2 T	5 8	5 8	5 48	
						10	10	60	}
Springfield:									
First class plants, . . . . .	—	—	35.00	1½ T	2 T	5 8	5 8	5 48	}
						10	10	60	
Second class plants, . . . . .	—	—	30.00	1½ T	2 T	5 8	5 8	5 48	
						10	10	60	}
Third class plants, . . . . .	—	—	28.00	1½ T	2 T	5 8	5 8	5 48	
						10	10	60	}

<sup>1</sup> Sundays, \$1.50 per hour; holidays, \$1 per hour, in addition to regular pay.<sup>2</sup> During eight months, work five hours on Saturday, 50 hours a week.<sup>3</sup> Sundays, \$1.50 per hour; holidays, \$1 per hour.<sup>4</sup> Employed in industries not elsewhere specified. These rates do not apply to high-salaried officials whose compensation is subject to special determination.<sup>5</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.<sup>6</sup> In some cases, Saturday half-holiday is in effect from 6 to 12 months.<sup>7</sup> Prevailing rate; no agreement establishing a minimum.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Engineers, Stationary (Operators or Assistants).</b>										
Boston:										
First class plants, . . .	-	-	\$30.00	1½ T	1½ T	8	8	48	-	
Second class plants, . . .	-	-	28.00	1½ T	1½ T	8	8	48	-	
Brockton:										
First class plants, . . .	-	-	30.00	1½ T	2 T	18 10	18 10	156 60	}	
Second class plants, . . .	-	-	28.00	1½ T	2 T	18 10	18 10	156 60		
Holyoke (first class plants), . .	\$0.62½	-	30.00	2 T	2 T	8	8	48	-	
Holyoke (second class plants), .	.54½	-	26.00	2 T	2 T	8	8	48	-	
Lowell:										
First class plants, . . .	-	-	30.00	1½ T	2 T	-	-	60	-	
Second class plants, . . .	-	-	25.00	1½ T	2 T	-	-	60	-	
Lynn (first class plants), . . .	-	-	30.00	1½ T	2 T	10	2 10	2 60	2-	
Lynn (second class plants), . .	-	-	25.00	1½ T	2 T	10	2 10	2 60	2-	
Salem (first class plants), . . .	-	-	30.00	1½ T	2 T	18 10	18 10	148 60	}	
Salem (second class plants), . .	-	-	28.00	1½ T	2 T	18 10	18 10	148 60		
Springfield:										
First class plants, . . .	-	-	30.00	1½ T	2 T	18 10	18 10	148 60	}	
Second class plants, . . .	-	-	28.00	1½ T	2 T	18 10	18 10	148 60		
Third class plants, . . .	-	-	25.00	1½ T	2 T	18 10	18 10	148 60	-	
<b>Firemen, Stationary.<sup>3</sup></b>										
<i>Ash Handlers or Helpers.</i>										
Northampton, . . .	-	4 \$3.00	-	-	-	8	8	56	-	
<i>Coal Passers.</i>										
Boston, <sup>5</sup> . . .	-	-	23.00	1½ T	Reg.	8	8	48	}	
Boston (marine), . . .	-	-	6 65.00	7 \$0.60	7 \$0.60	8 9	8 9	56 54		
Brockton, . . .	-	-	21.00	1½ T	1½ T	9	9	8 54	-	
Fall River, . . .	-	-	9 18.00- 28.00	1½ T	Reg.	8	8	56	-	
<i>Engineers on Capstans.</i>										
Boston (marine), . . .	-	-	6 90.00	7 .60	7 .60	8 9	8 9	56 54	}	
<i>Firemen.</i>										
Boston, . . .	-	-	27.00	1½ T	Reg.	8	8	48	}	
Boston (marine), . . .	-	-	6 75.00	7 .60	7 .60	8 9	8 9	56 54		
Brockton, . . .	-	-	25.00	1½ T	1½ T	9	9	8 54	-	
Brockton (retort firemen), . .	-	4.00	-	-	-	8	8	56	-	
Fall River, . . .	-	-	9 18.00- 31.00	1½ T	Reg.	8	8	56	-	
Fall River (helpers), . . .	-	-	9 18.00- 25.00	1½ T	Reg.	8	8	56	-	
Holyoke, . . .	.53½	-	-	-	-	8	8	56	-	

<sup>1</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.<sup>2</sup> In some cases, Saturday half-holiday is in effect from 6 to 12 months.<sup>3</sup> Employed in industries not elsewhere specified.<sup>4</sup> Prevailing rate; no agreement establishing a minimum.<sup>5</sup> Helpers receive same rate.<sup>6</sup> Rate per month.<sup>7</sup> After eight hours at sea and nine hours at dock.<sup>8</sup> Night workers work seven nights, 63 hours a week.<sup>9</sup> Prevailing range of rates; no agreement establishing a minimum.

TABLE 15. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Firemen, Stationary — Con.</b>									
<i>Firemen — Con.</i>									
Lynn:									
Boiler room firemen, . . .	-	\$3.45	-	1½ T	1½ T	8	8	56	-
Boiler room firemen's helpers, . . .	-	3.16	-	1½ T	1½ T	8	8	56	-
Firemen operating digger, . .	-	3.45	-	1½ T	1½ T	8	8	56	-
Firemen's helpers operating digger, . . .	-	3.05	-	1½ T	1½ T	8	8	56	-
Retort firemen:									
First year, . . .	-	3.00	-	1½ T	1½ T	8	8	56	-
After one year, . . .	-	3.45	-	1½ T	1½ T	8	8	56	-
North Adams, . . .	\$0.32	3.84	\$23.04	Reg.	1¼ T	12	12	72	-
Northampton:									
Firemen, . . .	-	3.50	-	-	-	8	8	56	-
Firemen (holding engineers' third class license), . . .	-	3.50	-	-	-	9½	4½	54	12
Retort firemen, . . .	1.50	4.00	-	-	-	8	8	56	-
Salem, <sup>1</sup> . . .	.50	4.00	{ <sup>2</sup> 24.00 28.00}	1½ T	1½ T	8	8	{ <sup>2</sup> 48 56}	-
Springfield, . . .	-	-	24.00	1½ T	2 T	{ <sup>3</sup> 8 10	{ <sup>3</sup> 8 10	{ <sup>3</sup> 48 60}	-
<i>Oilers.</i>									
Boston, . . .	-	-	27.00	1½ T	Reg.	8	8	48	-
Boston (marine), . . .	-	-	<sup>4</sup> 80.00	<sup>5</sup> \$0.60	<sup>5</sup> \$0.60	8	8	56	-
Fall River, . . .	-	-	{ <sup>6</sup> 18.00- 25.00}	1½ T	Reg.	9	9	54	-
<i>Pumpmen (Marine).</i>									
Boston, . . .	-	-	<sup>4</sup> 85.00	<sup>5</sup> .60	<sup>5</sup> .60	{ 8 9	{ 8 9	{ 56 54	-
Boston (second), . . .	-	-	<sup>4</sup> 80.00	<sup>5</sup> .60	<sup>5</sup> .60	{ 8 9	{ 8 9	{ 56 54	-
<i>Water Tenders (Marine).</i>									
Boston, . . .	-	-	<sup>4</sup> 80.00	<sup>5</sup> .60	<sup>5</sup> .60	{ 8 9	{ 8 9	{ 56 54	-
<i>Wipers (Marine).</i>									
Boston, . . .	-	-	<sup>4</sup> 65.00	<sup>5</sup> .60	<sup>5</sup> .60	{ 8 9	{ 8 9	{ 56 54	-
<b>Fishermen.</b>									
Boston (beam trawler), . . .	-	-	<sup>7</sup> 40.00	-	-	-	-	-	-
Boston (beam trawler cooks), . .	-	-	<sup>4</sup> 110.00	-	-	-	-	-	-
<b>Fitters, Horse and Cattle.</b>									
Boston, . . .	.45	-	-	.65	.85	10	10	60	-
<b>Gas Inspectors.</b>									
<i>Foremen (Street Department).</i>									
Boston (gang), . . .	-	3.76	-	1½ T	1½ T	8	8	48	6
Boston (head), . . .	-	4.05	-	1½ T	1½ T	8	8	48	6
<i>Governor House Men.</i>									
Boston, . . .	-	3.03	-	1½ T	1½ T	8	8	48	6

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Smaller rate is paid for six days' work a week; higher rate for seven days' work.<sup>3</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.<sup>4</sup> Rate per month.<sup>5</sup> After eight hours at sea and nine hours at dock.<sup>6</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>7</sup> Rate per month; men also receive \$7 on each \$1,000 receipts.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Gas Inspectors — Con.</b>										
<i>Jobbers.</i>										
First year, . . . . .	—	\$2.50	—	1½ T	1½ T	8	8	48	6	
Second year, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	6	
Third year, . . . . .	—	3.76	—	1½ T	1½ T	8	8	48	6	
<i>Stock Keepers.</i>										
Boston, . . . . .	—	4.25	—	1½ T	1½ T	8	8	48	6	
<i>Street Men.</i>										
First year, . . . . .	—	2.25	—	1½ T	1½ T	8	8	48	6	
Second year, . . . . .	—	2.50	—	1½ T	1½ T	8	8	48	6	
Third year, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	6	
<b>Glass Workers.</b>										
New Bedford:										
Cutters, . . . . .	\$0.30	2.70	\$15.00	1½ T	—	9	5	50	12	
Engravers, . . . . .	—	—	15.00	—	—	9	5	50	12	
Polishers, . . . . .	—	—	15.00	—	—	9	5	50	12	
Ruffers, . . . . .	—	—	15.00	—	—	9	5	50	12	
Smoothers, . . . . .	—	—	15.00	—	—	9	5	50	12	
<b>Leather Workers.</b>										
<i>Bag Makers.</i>										
Boston:										
Apprentices, . . . . .	—	—	12.00	1½ T	1½ T	9	5	50	12	
Bench workers, . . . . .	—	—	18.00	1½ T	1½ T	9	5	50	12	
Cutters, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12	
Fitters, . . . . .	—	—	22.00	1½ T	1½ T	9	5	50	12	
Framers, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12	
Operators, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12	
Operators, trimming, . . . . .	—	—	18.00	1½ T	1½ T	9	5	50	12	
Stitchers, hand, . . . . .	—	—	23.00	1½ T	1½ T	9	5	50	12	
<i>Box Makers.</i>										
Boston, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12	
<i>Horse Goods Workers.</i>										
Boston, . . . . .	—	—	21.00	1½ T	2 T	2 8½	2 7½	50	2 5	
<i>Trunk Makers.</i>										
Boston:										
Boys, . . . . .	—	—	10.00	1½ T	1½ T	9	5	50	12	
Girls, . . . . .	—	—	10.00	1½ T	1½ T	9	5	50	12	
Lumpers, . . . . .	—	—	15.00	1½ T	1½ T	9	5	50	12	
Painters, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12	
Stock cutters, . . . . .	—	—	22.00	1½ T	1½ T	9	5	50	12	
Trunk makers, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12	
Valise makers, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12	
<b>Longshoremen.</b>										
<i>Cargo Workers.</i>										
Boston (Unions A, B, and C):										
Bulk cargo, day, . . . . .	.55	—	—	\$0.75	\$1.00	9	9	54	—	
Bulk cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—	
General cargo, day, . . . . .	.50	—	—	.75	1.00	9	9	54	—	
General cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—	
Grain cargo, day, . . . . .	.65	—	—	.75	1.00	9	9	54	—	
Grain cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—	
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, day, . . . . .	.60	—	—	.75	1.00	9	9	54	—	
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—	

¹ No work permitted on Labor Day.

² During five months, work nine hours on five days and five hours on Saturday, 50 hours a week.



TABLE 15. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Longshoremen — Con.</b>										
<i>Coal Handlers.</i>										
Boston, . . . . .	-	\$2.75	-	1½ T	1½ T	9	9	54	-	
<i>Coastwise Workers.</i>										
Boston (day), . . . . .	\$0.48	-	-	\$0.70	1 -	9	9	54	-	
<i>Freight Handlers.</i>										
Boston, . . . . .	-	2.90	-	1½ T Reg.	1½ T 2 -	10	10	60	-	
Boston (dock), . . . . .	-	3.00	-	1½ T	2 T	10	9	59	-	
Boston (railroad), . . . . .	-	2.90	-	1½ T	1½ T	10	10	60	-	
<i>Lumber Handlers and Checkers.</i>										
Boston, . . . . .	.48	-	-	.70	1 -	9	5	50	12	
<b>Mattress Makers.</b>										
Boston:										
Fillers (first hand), . . . . .	-	-	\$22.00	1½ T	1½ T	8	4	44	12	
Fillers (second hand), . . . . .	-	-	20.00	1½ T	1½ T	8	4	44	12	
Tick cutters, . . . . .	-	-	20.00	1½ T	1½ T	8	4	44	12	
<b>Meter Workers.</b>										
Boston:										
Gas meter repairers, . . . . .	.48	4.32	24.00	1½ T	1½ T	9	5	50	12	
Meter adjusters, . . . . .	.48	4.32	24.00	1½ T	1½ T	9	5	50	12	
Painters, . . . . .	.39	3.51	19.50	1½ T	1½ T	9	5	50	12	
<b>Plumbers (Marine).</b>										
Quincy:										
Plumbers, marine, . . . . .	.72½	-	-	1½ T	2 T	8	4	44	12	
Fitters, . . . . .	.72½	-	-	1½ T	2 T	8	4	44	12	
Helpers, . . . . .	.46	-	-	1½ T	2 T	8	4	44	12	
<b>Rag Pickers and Sorters.</b>										
Chelsea, . . . . .	-	-	\$22.00	-	-	-	-	52	-	
<b>Rubber Workers.</b>										
Boston:										
Calendermen, . . . . .	-	-	\$18.00	1½ T	1½ T	9½	5	52½	12	
Calendermen's helpers, . . . . .	-	-	\$14.00	1½ T	1½ T	9½	5	52½	12	
Helpers, general, . . . . .	-	-	\$12.00	1½ T	1½ T	9½	5	52½	12	
Hose workers, . . . . .	-	-	\$14.00	1½ T	1½ T	9½	5	52½	12	
Mixers, . . . . .	-	-	\$14.00	1½ T	1½ T	9½	5	52½	12	
<b>Sail and Awning Makers.</b>										
Boston, . . . . .	.62½	5.00	30.00	1½ T	1½ T	6 8	5 8	48	6 6	
<b>Sailors.</b>										
Boston:										
Boatswains, . . . . .	-	-	\$85.00	.60	\$0.60	7 -	7 -	7 -	-	
Boatswains' mates, . . . . .	-	-	\$80.00	.60	.60	7 -	7 -	7 -	-	
Boys, . . . . .	-	-	\$40.00	.60	.60	7 -	7 -	7 -	-	
Quartermasters, . . . . .	-	-	\$77.50	.60	.60	7 -	7 -	7 -	-	
Sailors (able seamen), . . . . .	-	-	\$75.00	.60	.60	7 -	7 -	7 -	-	
Sailors (ordinary seamen), . . . . .	-	-	\$55.00	.60	.60	7 -	7 -	7 -	-	

<sup>1</sup> On Sundays, Christmas, July 4th, and Labor Day men receive 90 cents an hour; on other holidays, 70 cents.

<sup>2</sup> For seven hours on Sundays and holidays, men receive pay for 10-hour day.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum.

<sup>4</sup> Prevailing rate in one establishment; no agreement establishing a minimum.

<sup>5</sup> During six months, work nine hours on four days, eight hours on one day, and four hours on Saturday.

<sup>6</sup> Rate per month.

<sup>7</sup> In port, 9 hours a day; at sea, alternately, 4 hours on duty and 4 hours off.

TABLE 15. MISCELLANEOUS TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Ship Carpenters.</b>									
Boston (Union A):									
Carpenters, . . . . .	-	-	<sup>1</sup> \$90.00	\$0.60	\$0.60	2 -	2 -	2 -	-
Carpenters' mates, . . . .	-	-	<sup>1</sup> \$5.00	.60	.60	2 -	2 -	2 -	-
Boston (Union B):									
Calkers, wet dock, . . . .	-	\$5.60	-	2 T	2 T	8	4	44	12
Carpenters, . . . . .	-	5.60	-	2 T	2 T	8	4	44	12
<b>Ship Painters.</b>									
Boston, . . . . .	\$0.75	-	-	2 T	2 T	8	4	44	12
<b>Weavers, Elastic Goring.</b>									
Brockton, . . . . .	.30	-	-	-	-	9	5	50	12
Easthampton, . . . . .	.25	2.50	13.75	Reg.	Reg.	10	5	55	12

<sup>1</sup> Rate per month.<sup>2</sup> In port, 9 hours a day; at sea, alternately, 4 hours on duty and 4 hours off.

## B. PUBLIC SERVICE.

TABLE 16. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>United States Armory Employees, Springfield.</b>					
Annealers, . . . . .	\$3.12	—	—	—	—
Assemblers, . . . . .	3.60	\$3.12	—	—	—
Barrel drillers, . . . . .	3.60	—	—	—	—
Barrel reamers, . . . . .	3.52	—	—	—	—
Barrel riflers, . . . . .	3.92	3.60	—	—	—
Barrel rollers, . . . . .	3.60	—	—	—	—
Barrel straighteners, . . . . .	3.60	—	—	—	—
Barrel turners, . . . . .	3.12	2.88	—	—	—
Blacksmiths, . . . . .	4.80	4.16	—	—	—
Blacksmiths' helpers, . . . . .	3.12	—	—	—	—
Carpenters, . . . . .	4.80	4.56	\$4.16	—	—
Case hardeners, . . . . .	4.56	3.60	—	—	—
Chaufeurs, . . . . .	3.92	3.60	3.52	\$3.28	—
Die sinkers, . . . . .	5.76	5.44	5.12	4.72	—
Draftsmen, . . . . .	<sup>2</sup> 1,000.00	<sup>2</sup> 1,540.00	<sup>2</sup> 1,500.00	<sup>2</sup> 1,350.00	<sup>3</sup> \$1,300.00
Electricians, . . . . .	5.36	4.56	4.16	3.84	3.60
Engineers, . . . . .	5.12	4.80	4.56	4.32	—
Farriers, . . . . .	5.04	—	—	—	—
File cutters, . . . . .	4.80	—	—	—	—
Filers, . . . . .	3.92	3.60	3.52	3.12	2.16
Firemen, . . . . .	<sup>4</sup> 111.00	—	—	—	—
Foremen, . . . . .	7.76	7.44	7.12	5.36	—
Foremen, assistant, . . . . .	6.80	6.32	6.16	5.68	5.36
Forgers, drop, . . . . .	5.04	4.80	4.16	—	—
Forgers, drop (helpers), . . . . .	3.12	—	—	—	—
Gang bosses, . . . . .	5.68	5.60	5.36	5.04	<sup>5</sup> 4.80
Gauge makers, . . . . .	5.76	5.44	5.12	4.72	—
Guards, . . . . .	<sup>4</sup> 97.20	—	—	—	—
Harness makers, . . . . .	3.60	—	—	—	—
Inspectors, . . . . .	5.04	4.80	4.56	4.16	<sup>5</sup> 3.92
Inspectors, chief, . . . . .	7.12	6.32	—	—	—
Inspectors, outside, . . . . .	3.92	—	—	—	—
Laborers, common, . . . . .	2.80	—	—	—	—
Laborers, skilled, . . . . .	7.04	6.16	5.68	5.60	<sup>7</sup> 5.44
Machine operators, . . . . .	4.16	3.60	3.12	2.80	<sup>2</sup> 690.00
Machinists, . . . . .	5.44	5.12	4.72	4.56	<sup>8</sup> 4.40
Machinists' apprentices, . . . . .	1.60	—	—	—	—
Masons, . . . . .	4.80	4.56	—	—	—
Messenger boys, . . . . .	1.92	1.84	1.76	1.60	<sup>9</sup> 1.44
Millers, . . . . .	2.96	2.16	—	—	—
Millwrights, . . . . .	4.80	4.16	3.92	3.60	—
Oilers, . . . . .	3.12	2.96	—	—	—
Packers, . . . . .	4.16	3.60	3.52	—	—
Painters, . . . . .	4.16	3.92	—	—	—
Pipefitters, . . . . .	4.56	3.60	—	—	—
Platers, . . . . .	4.56	4.16	—	—	—
Plumbers, . . . . .	4.80	4.56	—	—	—
Polishers, . . . . .	4.16	3.92	3.60	3.52	3.12
Printers, . . . . .	3.60	—	—	—	—
Profilers, . . . . .	3.60	3.52	3.12	—	—
Punch press operators, . . . . .	3.52	—	—	—	—
Screw makers, . . . . .	5.36	4.56	4.40	4.16	<sup>10</sup> 3.52
Shavers, . . . . .	3.52	3.12	—	—	—
Stablemen, . . . . .	<sup>4</sup> 92.10	<sup>4</sup> 76.80	—	—	—
Steamfitters, . . . . .	4.56	—	—	—	—
Stockers, . . . . .	4.56	3.60	3.52	—	—
Storehouse keepers, . . . . .	6.16	4.56	—	—	—
Storehouse keepers, assistant, . . . . .	4.56	—	—	—	—
Teamsters, . . . . .	3.12	—	—	—	—
Telegraph operators, . . . . .	<sup>2</sup> 1,200.00	<sup>4</sup> 100.00	—	—	—
Telephone operators, . . . . .	<sup>2</sup> 515.00	—	—	—	—
Temperers, . . . . .	5.12	5.04	4.80	4.56	<sup>11</sup> 4.16
Tinners, . . . . .	4.56	3.60	—	—	—
Tool grinders, . . . . .	5.36	5.04	4.80	4.56	<sup>12</sup> 4.32
Tool makers, . . . . .	5.76	5.68	5.44	5.12	<sup>13</sup> 4.72
Watchmen, . . . . .	<sup>4</sup> 97.20	—	—	—	—
Woodworkers, . . . . .	4.16	3.92	3.60	—	—

<sup>1</sup> Rates shown are rates per day, except where otherwise specified. Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. <sup>2</sup> Rate per year. <sup>3</sup> Rate per year; sixth class, \$1,200.

<sup>4</sup> Rate per month.

<sup>5</sup> Twelve classes in all; twelfth class (minimum), \$2.56.

<sup>6</sup> Thirteen classes in all; thirteenth class (minimum), \$2.32.

<sup>7</sup> Thirty-four classes in all; thirty-fourth class (minimum), \$1.92.

<sup>8</sup> Seven classes in all; sixth class, \$4.16; seventh class, \$3.92.

<sup>9</sup> Seven classes in all; sixth class, \$3.12; seventh class, \$2.88.

<sup>10</sup> Eight classes in all; sixth class, \$4.16; seventh class, \$3.60; eighth class, \$3.52. <sup>11</sup> Sixth class, \$1.36.

<sup>12</sup> Sixth class, \$3.92. <sup>13</sup> Sixth class, \$4.40.

TABLE 16. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by Navy Yard Authorities.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>		
	First Class	Second Class	Third Class
<b>United States Navy Yard Employees, Boston.</b>			
Apprentices, . . . . .	\$3.68	\$3.20	<sup>2</sup> \$2.72
Anglesmiths (heavy fires), . . . . .	7.04	6.64	6.00
Anglesmiths (other fires), . . . . .	5.76	5.36	4.72
Blockmakers, . . . . .	3.92	3.60	2.88
Boat builders, . . . . .	5.60	5.20	4.56
Boilermakers, . . . . .	5.60	5.36	4.56
Boilermakers' helpers, . . . . .	3.68	3.20	2.64
Boxmakers, . . . . .	4.16	3.84	3.12
Boys, . . . . .	2.00	1.60	.96
Calkers and chippers, iron, . . . . .	5.60	5.20	4.56
Calkers, wood, . . . . .	5.60	5.12	4.56
Carpenters, house, . . . . .	5.60	5.20	4.56
Chainmakers, . . . . .	6.00	5.52	4.96
Chauffeurs, . . . . .	3.60	3.12	2.56
Concrete workers, . . . . .	4.80	4.32	3.76
Coopers, . . . . .	4.32	4.00	3.28
Coppersmiths, . . . . .	5.76	5.36	4.72
Coppersmiths' helpers, . . . . .	3.68	3.20	2.64
Cranemen, . . . . .	4.80	4.56	3.76
Die sinkers, . . . . .	6.48	6.16	5.44
Dispensary attendants, . . . . .	3.20	2.72	2.16
Divers, . . . . .	<sup>3</sup> 6.00	—	—
Drillers, . . . . .	4.80	4.32	3.76
Electricians, . . . . .	5.60	5.12	4.56
Electricians, radio, . . . . .	6.64	6.16	5.60
Electricians, storage battery, . . . . .	6.88	—	5.84
Electricians' helpers, . . . . .	3.68	3.20	2.64
Engineers, . . . . .	5.20	4.72	4.16
Engineers (operating cranes over 3 tons), . . . . .	5.60	5.36	4.56
Firemen, . . . . .	4.00	3.76	2.96
Flange turners, . . . . .	6.00	5.52	4.96
Forgers, drop, . . . . .	5.60	5.28	4.56
Forgers, heavy, . . . . .	10.80	10.56	9.76
Forgers' helpers (heavy), . . . . .	4.40	—	3.36
Furnacemen (heaters), . . . . .	4.40	4.16	3.36
Galvanizers, . . . . .	4.32	3.92	3.28
Gardeners, . . . . .	3.44	3.20	2.40
Hammer runners, . . . . .	4.40	3.92	3.36
Helpers, general, . . . . .	3.68	3.20	2.64
Holders-on, . . . . .	4.00	3.68	2.96
Janitors, . . . . .	3.20	2.88	2.16
Joiners, ship, . . . . .	5.60	5.20	4.56
Laboratorians' helpers, . . . . .	3.68	—	2.64
Laborers, common, . . . . .	3.20	2.88	2.16
Levelers, . . . . .	4.48	—	3.44
Loftsmen, . . . . .	6.64	6.40	5.60
Machinists, . . . . .	5.76	5.52	4.72
Machinists' helpers, . . . . .	3.68	3.20	2.64
Masons, brick, . . . . .	6.00	5.76	4.96
Masons, stone, . . . . .	6.00	5.76	4.96
Melters, . . . . .	4.80	4.56	3.76
Millmen, . . . . .	5.60	5.12	4.56
Millwrights, . . . . .	5.60	5.12	4.56
Molders, . . . . .	5.76	5.28	4.72
Molders' helpers, . . . . .	3.68	3.20	2.64
Oakum spinners, . . . . .	3.56	3.12	2.32
Operators, acetylene, . . . . .	5.20	4.80	4.16
Ordnance men, . . . . .	4.88	4.64	3.84
Packers, . . . . .	3.60	3.28	2.56
Painters, . . . . .	4.80	4.48	3.76
Painters' helpers, . . . . .	3.44	2.96	2.40
Pattern makers, . . . . .	6.00	5.60	4.96
Pavers, . . . . .	5.04	4.56	4.00
Pipefitters, . . . . .	5.76	5.28	4.72
Pipefitters' helpers, . . . . .	3.68	3.20	2.64
Plasterers, . . . . .	5.92	5.52	4.88

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. Rates of wage shown were in effect on July 1, 1918, but were revised on November 1, 1918.

<sup>2</sup> Fourth class, \$2.24 a day.

<sup>3</sup> Plus regular daily pay.

TABLE 16. FEDERAL SERVICE—CONTINUED.

OCCUPATIONS.	RATES OF WAGES		
	First Class	Second Class	Third Class
<b>United States Navy Yard Employees, Boston — Con.</b>			
Plumbers, house, . . . . .	\$5.76	\$5.36	\$4.72
Plumbers, ship, . . . . .	5.76	5.36	4.72
Polishers, buffers, and platers, . . . . .	5.60	5.12	4.56
Punchers and shearers, . . . . .	4.40	3.92	3.36
Riggers, . . . . .	5.04	4.72	4.00
Riggers' helpers, . . . . .	3.68	3.20	2.64
Riveters, . . . . .	5.60	5.12	4.56
Rivet heaters, . . . . .	3.04	2.56	2.00
Rope makers, . . . . .	4.48	4.24	3.44
Rope makers' helpers, . . . . .	3.68	3.20	2.64
Sail makers, . . . . .	5.28	4.88	4.24
Sand blasters, . . . . .	4.32	3.84	3.28
Saw filers, . . . . .	5.92	—	4.88
Sheet metal workers, . . . . .	5.60	5.20	4.56
Ship fitters, . . . . .	5.76	5.44	4.72
Ship fitters' helpers, . . . . .	3.68	3.20	2.64
Ship smiths (heavy fires), . . . . .	7.04	6.80	6.00
Ship smiths (other fires), . . . . .	5.76	5.52	4.72
Ship smiths' helpers, . . . . .	4.00	3.76	2.96
Shipwrights, . . . . .	5.60	5.20	4.56
Stable keepers, . . . . .	3.20	2.80	2.16
Stone cutters, . . . . .	5.04	4.64	4.00
Switchmen, . . . . .	3.76	3.52	2.72
Teamsters, . . . . .	3.52	3.20	2.48
Tool makers, . . . . .	6.24	6.00	5.20
Trackmen, . . . . .	4.00	3.76	2.96
Upholsterers, . . . . .	4.48	4.24	3.44
Wharf builders, . . . . .	5.04	4.56	4.00
Wheelwrights, . . . . .	4.56	4.08	3.52
Woodworkers' helpers, . . . . .	3.68	3.20	2.64



TABLE 16. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees.</b>					
Annealers, . . . . .	\$3.52	\$3.76	—	—	—
Armament foremen, . . . . .	<sup>2</sup> 2,400.00	—	—	—	—
Armament foremen, assistant, . . . . .	<sup>3</sup> 190.00	<sup>3</sup> 200.00	—	—	—
Blacksmiths (heavy fires), . . . . .	6.00	6.56	\$7.04	—	—
Blacksmiths (light fires), . . . . .	4.72	5.12	5.44	\$5.76	—
Blacksmiths (foremen), . . . . .	<sup>3</sup> 200.00	—	—	—	—
Blacksmiths' helpers, . . . . .	3.44	3.68	3.92	—	—
Carpenters, . . . . .	3.76	4.00	4.24	4.56	\$4.80
Carpenters' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Chemists, . . . . .	<sup>2</sup> 1,540.00	<sup>2</sup> 2,500.00	—	—	—
Chippers, . . . . .	3.20	3.52	3.76	4.00	—
Coremakers, . . . . .	5.28	5.52	5.76	—	—
Cranemen, . . . . .	3.20	3.60	4.00	4.24	4.40
Draftsmen, . . . . .	{ <sup>4</sup> 1,400.00— 2,200.00 }	—	—	—	—
Draftsmen's apprentices, . . . . .	1.36	2.16	3.12	—	—
Electricians, . . . . .	4.00	4.40	4.80	5.20	5.60
Electricians' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Engineers, chief, . . . . .	<sup>3</sup> 150.00	—	—	—	—
Engineers, locomotive, . . . . .	<sup>3</sup> 120.00	<sup>3</sup> 130.00	—	—	—
Engineers, locomotive (crane), . . . . .	<sup>3</sup> 120.00	<sup>3</sup> 130.00	—	—	—
Engineers, stationary, . . . . .	<sup>3</sup> 130.00	<sup>3</sup> 140.00	<sup>3</sup> 150.00	—	—
Firemen, . . . . .	<sup>3</sup> 90.00	<sup>3</sup> 100.00	<sup>3</sup> 110.00	—	—
Foremen, assistant, . . . . .	<sup>3</sup> 190.00	<sup>3</sup> 200.00	—	—	—
Foundry boys, . . . . .	1.28	1.52	1.76	—	—
Furnace helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Gang bosses, . . . . .	{ <sup>5</sup> 150.00— 190.00 }	—	—	—	—
Hardening shop foremen, . . . . .	<sup>2</sup> 1,620.00	—	—	—	—
Inspectors, assistant, . . . . .	{ <sup>5</sup> 140.00— 180.00 }	—	—	—	—
Inspectors, assistant (ordnance), . . . . .	{ <sup>4</sup> 140.00— 180.00 }	—	—	—	—
Inspectors, chief, . . . . .	<sup>2</sup> 2,760.00	—	—	—	—
Inspectors, shop, . . . . .	{ <sup>5</sup> 140.00— 180.00 }	—	—	—	—
Laboratory assistants, . . . . .	<sup>3</sup> 115.00	<sup>3</sup> 125.00	—	—	—
Laborers (foremen), . . . . .	<sup>2</sup> 1,252.00	—	—	—	—
Laborers, skilled, . . . . .	3.20	3.44	3.68	—	—
Laborers, unskilled, . . . . .	2.72	2.96	3.20	—	—
Machine operators, . . . . .	3.20	3.60	4.00	4.40	—
Machinists, . . . . .	4.72	5.12	5.44	5.76	—
Machinists' apprentices, . . . . .	1.20	1.84	2.80	—	—
Machinists, armament, . . . . .	4.72	5.12	5.44	5.76	—
Machinists (foremen), . . . . .	<sup>2</sup> 2,400.00	—	—	—	—
Machinists' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Machinists, resident, . . . . .	4.72	5.12	5.44	5.76	—
Masons, . . . . .	5.60	—	—	—	—
Masons' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Messenger boys, . . . . .	<sup>2</sup> 390.00	<sup>2</sup> 430.00	—	—	—
Molders, . . . . .	5.28	5.52	5.76	—	—
Molders, machine, . . . . .	3.44	3.68	4.00	—	—
Molders' apprentices, . . . . .	1.36	2.16	3.12	—	—
Molders (foremen), . . . . .	<sup>2</sup> 1,680.00	—	—	—	—
Molders' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Office helpers, . . . . .	{ <sup>4</sup> 564.00— 900.00 }	—	—	—	—

<sup>1</sup> Rates of wages shown are rates per day except where otherwise specified, and were those in effect on July 1, 1918. Since that date the rates have been revised in a large number of instances and some new positions have been added. Salaries of officials receiving more than \$2,760 per annum are not shown. Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees whose pay is either annual or monthly are paid for thirty (30) days in each month, and, if called upon, are required to render service on each day.

<sup>2</sup> Rate per year.

<sup>3</sup> Rate per month.

<sup>4</sup> Rate per year; rates for different classes not specified.

<sup>5</sup> Rate per month; rates for different classes not specified.

TABLE 16. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees</b> — Con.					
Oilers, . . . . .	\$2.96	\$3.20	\$3.44	\$3.68	\$3.92
Painters, . . . . .	3.60	4.00	4.40	—	—
Pattern makers, . . . . .	5.20	5.60	6.00	—	—
Plumbers, . . . . .	4.40	4.80	5.20	5.76	—
Plumbers' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Polishers, . . . . .	4.00	—	—	—	—
Rate setters, . . . . .	<sup>1</sup> 155.00	<sup>1</sup> 170.00	<sup>1</sup> 185.00	—	—
Riggers, . . . . .	3.44	3.68	3.92	4.24	4.48
Screw makers, . . . . .	3.20	3.60	4.00	4.40	—
Steam hammer drivers, . . . . .	3.44	3.68	3.92	—	—
Storehouse keepers, . . . . .	<sup>2</sup> 1,590.00	—	—	—	—
Storehouse keepers, assistant, . . . . .	<sup>1</sup> 90.00	—	—	—	—
Teamsters, . . . . .	2.96	3.20	3.44	—	—
Tool grinders, . . . . .	3.20	3.60	4.00	4.40	—
Tool keepers, . . . . .	2.96	3.20	3.44	3.68	3.92
Tool makers, . . . . .	5.12	5.44	5.76	6.00	—
Tool makers (foremen), . . . . .	<sup>2</sup> 2,580.00	—	—	—	—
Toolsmiths, . . . . .	4.72	5.12	5.44	5.76	—
Woodworkers (foremen), . . . . .	<sup>2</sup> 2,400.00	—	—	—	—
Workmen, skilled, . . . . .	3.44	3.68	4.32	4.96	—

<sup>1</sup> Rate per month.

<sup>2</sup> Rate per year.

TABLE 17. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Ambulance Drivers.</b>									
Boston, . . . . .	\$0.43 <sup>3</sup> / <sub>8</sub>	\$3.50	\$21.00	Reg.	Reg.	8	8	48	—
<b>Apparatus Repairers.</b>									
Boston, . . . . .	—	4.00	24.00	—	—	8	8	48	—
<b>Attendants.</b>									
Boston (bath department), .	—	3.00	18.00	—	—	8	8	48	—
<b>Blacksmiths.</b>									
Boston:									
Cemetery department, . .	—	4.00	—	—	—	8	4	44	12
Highway department, . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12
Park employees, . . . .	—	4.00	24.00	—	—	8	4	44	12
Paving department, . . .	—	4.00	24.00	—	1½ T	8	4	44	12
New Bedford, . . . . .	.50	4.00	24.00	—	—	8½	5½	48	12
Newton, . . . . .	—	3.25	—	—	Reg.	8	8	48	6
Somerville, . . . . .	—	3.50	—	—	—	8	4	44	12
<b>Blacksmiths' Helpers.</b>									
New Bedford, . . . . .	.40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	—	—	8½	5½	48	12
<b>Calkers.</b>									
Somerville (pipe), . . . .	—	3.00	—	—	—	8	4	44	12
<b>Carpenters.</b>									
Boston:									
Bath department, . . . .	—	4.00	24.00	—	—	8	8	48	—
Highway department, . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12
Metropolitan park department, .	—	4.23½	25.41	—	Reg.	8	4	44	12
Park department, . . . .	—	4.00	—	—	—	8	4	44	12
Paving department, . . .	—	4.00	24.00	—	1½ T	8	4	44	12
New Bedford, . . . . .	.50	4.00	24.00	—	—	8½	5½	48	12
Newton, . . . . .	—	3.75	—	—	Reg.	8	8	48	6
		4.00	—	—	—				
Somerville, . . . . .	—	2.75	—	—	—	8	4	44	12
		3.50	—	—	—				
<b>Chauffeurs.</b>									
Boston:									
Chauffeurs (first class), .	—	—	21.00	1—	1—	8	4	44	12
Metropolitan park department, .	.49 <sup>3</sup> / <sub>16</sub>	3.93½	23.61	Reg.	Reg.	8	4	44	12
Park department, . . . .	—	3.50	—	—	—	8	4	44	12
Newton, . . . . .	—	3.25	—	—	Reg.	8	8	48	6
<b>Custodians.</b>									
Boston (bath department), .	—	4.00	24.00	—	—	8	8	48	—
Springfield (school department), .	—	—	<sup>2</sup> 15.40	Reg.	Reg.	8	<sup>3</sup> 5	48	12
<b>Drawtenders.</b>									
Boston:									
Drawtenders, . . . . .	—	—	<sup>4</sup> 26.85	—	—	8	8	56	—
Drawtenders (first assistant), .	—	—	<sup>4</sup> 23.01	—	—	8	8	56	—
Drawtenders (second assistant), .	—	—	<sup>4</sup> 21.09	—	—	8	8	56	—
Drawtenders (Bridge Commission), . . . .	—	—	<sup>5</sup> 1,300.00	—	—	8	8	56	—

<sup>1</sup> Allowed time off for any overtime worked.<sup>2</sup> Minimum rate; rates range as high as \$23; majority receive \$18 and \$21.<sup>3</sup> Work three hours on Sunday.<sup>4</sup> Rate per week on the basis of annual salary (52 weeks).<sup>5</sup> Rate per year.

TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Drawtenders — Con.</b>									
Boston — Con.									
Drawtenders, assistant, (Bridge Commission), . .	-	-	<sup>1</sup> \$1,100.00	-	-	8	8	56	-
Drawtenders (Massachusetts Highway Commission), . .	-	-	<sup>1</sup> 1,300.00	-	-	8	8	48	-
Drawtenders, first assistant (Massachusetts Highway Commission), . .	-	-	<sup>1</sup> 1,100.00	-	-	8	8	48	-
Drawtenders, second assistant (Massachusetts Highway Commission), . .	-	-	<sup>1</sup> 940.00	-	-	8	8	48	-
Drawtenders, assistant (Metropolitan Park Commission), . . . . .	-	-	<sup>1</sup> 1,210.00	-	-	8	4	44	12
Cambridge, . . . . .	-	-	<sup>1</sup> 1,300.00	-	-	8	8	48	-
Cambridge (assistant), . .	-	-	<sup>1</sup> 1,100.00	-	-	8	8	48	-
<b>Drillers.</b>									
New Bedford (hand), . . .	\$0.40 <sup>5</sup> / <sub>8</sub>	\$3.25	19.50	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
New Bedford (steam), . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	21.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Newton, . . . . .	-	3.25	-	-	Reg.	8	8	48	6
<b>Engineers, Stationary.</b>									
Boston (cemetery department), . . . . .	-	4.00	-	-	-	8	4	44	12
Lowell, . . . . .	-	-	27.50	-	-	8	8	48	-
New Bedford, . . . . .	-	-	27.00	Reg.	-	8	4	44	12
Somerville, . . . . .	-	3.00	-	-	-	8	4	44	12
Wellesley, . . . . .	- {	3.75 } 4.75 }	-	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	9	5	50	12
<b>Foremen.</b>									
Boston:									
Cemetery department (teamsters), . . . . .	-	3.50	-	-	-	8	4	44	12
Highway department, . . .	-	-	<sup>2</sup> 34.62	-	-	8	4	44	12
Highway department (subforemen), . . . . .	.56	4.48	26.85	-	-	8	4	44	12
Metropolitan park department, . . . . .	-	4.23 <sup>1</sup> / <sub>2</sub>	25.41	-	Reg.	8	4	44	12
Park employees, . . . . .	-	4.00	24.00	-	-	8	4	44	12
Park department, . . . . .	-	-	<sup>1</sup> 1,500.00	-	-	8	4	44	12
Lynn, . . . . .	.62	4.96	27.28	-	-	8	4	44	12
New Bedford (sewer department), . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	30.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
New Bedford (street department), . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	27.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Newton:									
Forestry department, . . .	-	3.76	-	-	Reg.	8	8	48	6
Highway department, . . .	-	3.75	-	-	Reg.	8	8	48	6
Sewer department, . . . . .	-	4.00	-	-	Reg.	8	8	48	6
Revere, . . . . .	.41 <sup>3</sup> / <sub>8</sub>	3.33 <sup>1</sup> / <sub>3</sub>	20.00	Reg.	Reg.	8	8	48	6
Somerville, . . . . .	-	4.00	-	-	-	8	4	44	12
Somerville (sub-foremen), . . . . .	-	3.00	-	-	-	8	4	44	12
Waltham, . . . . .	-	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	6
Watertown, . . . . .	-	-	28.00	Reg.	Reg.	8	4	44	12
Winchester:									
First class, . . . . .	-	-	25.00	-	-	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Second class, . . . . .	-	-	22.50	-	-	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Stablemen, . . . . .	-	-	<sup>3</sup> 18.00	-	-	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Street sweepers, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Teamsters, . . . . .	-	-	19.50	-	-	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Tree department, . . . . .	.46 <sup>7</sup> / <sub>8</sub>	3.75	-	-	-	8 <sup>3</sup> / <sub>8</sub>	5	48	12
Woburn, . . . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	21.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	4

<sup>1</sup> Rate per year.<sup>2</sup> Rate per week on the basis of annual salary (52 weeks).<sup>3</sup> Plus \$120 yearly rental.

TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Gardeners and Assistants.</b>									
Boston (cemetery department), . . . . .	—	\$3.50	—	—	—	8	4	44	12
Newton, . . . . .	—	3.12	—	—	Reg.	8	8	48	6
<b>Gate-men (Ferry).</b>									
Boston, . . . . .	—	—	\$23.01	—	—	8	8	48	—
Boston (ferry deckhands), . . . . .	—	—	18.00	—	—	8	8	48	—
<b>Grave Diggers.</b>									
Boston (cemetery department), . . . . .	—	3.00	—	—	—	8	4	44	12
<b>Harness Makers.</b>									
Somerville, . . . . .	—	3.50	—	—	—	8	4	44	12
<b>Horse Shoers.</b>									
Somerville, . . . . .	—	3.50	—	—	—	8	4	44	12
<b>Inspectors.</b>									
Boston:									
Metropolitan park department, . . . . .	—	4.23½	25.41	—	Reg.	8	4	44	12
Sanitary and street cleaning department, . . . . .	—	—	24.93	—	—	8	8	48	1—
Sewer department (construction), . . . . .	—	—	30.10	—	—	9	9	54	—
Sewer department (maintenance), . . . . .	—	—	25.00	—	—	9	9	54	—
Street oiling and watering department, . . . . .	—	—	24.93	—	—	8	8	56	1—
<b>Iron Workers.</b>									
Boston (park employees), . . . . .	—	4.00	24.00	—	—	8	4	44	12
<b>Laborers.</b>									
Arlington, . . . . .	\$0.40½	3.25	19.50	1½ T	2 T	8	4	44	12
Boston:									
Cemetery department, . . . . .	—	3.00	—	—	—	8	4	44	12
Highway department, . . . . .	.37½	3.00	18.00	1½ T	2 T	8	4	44	12
Metropolitan park department, . . . . .	—	3.02½	18.15	—	—	8	4	44	12
Park department, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Paving department, . . . . .	—	—	18.00	—	1½ T	8	4	44	12
Brockton, <sup>2</sup> . . . . .	.43¾	3.50	21.00	1½ T	2 T	8	4	44	12
Chelsea, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Everett, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Lowell:									
Laborers, . . . . .	—	3.00	—	—	—	8	4	44	12
Laborers (paving), . . . . .	.46⅞	3.75	22.50	1½ T	2 T	8	4	44	12
Laborers (underground sewer work), . . . . .	—	3.25	—	—	—	8	4	44	12
Lynn, . . . . .	.47⅞ <sub>11</sub>	3.81¼ <sub>11</sub>	21.00	—	—	8	4	44	12
Medford, . . . . .	.37½	3.00	18.00	Reg.	3—	8	4	44	12
Melrose, . . . . .	—	3.25	19.50	—	—	8	8	48	4
Nahant, . . . . .	.37½	3.00	18.00	—	—	8	4	44	12
New Bedford, . . . . .	.37½	3.00	18.00	—	—	8½	5½	48	12
Newton, . . . . .	—	3.00	—	—	Reg.	8	8	48	6
Newton (skilled), . . . . .	—	3.36	—	—	Reg.	8	8	48	6
Revere, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	6
Salem, . . . . .	—	3.00	18.00	1½ T	1½ T	8	4	44	12
Somerville, . . . . .	—	3.00	18.00	—	—	8	4	44	12

<sup>1</sup> Employees are granted Saturday half-holiday when weather and working conditions permit.<sup>2</sup> Same rate applies to water, sewer, highway, and drainage departments.<sup>3</sup> If employees work two or three hours, they are paid a day's pay.



TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Laborers — Con.										
Taunton, . . . . .	\$0.37½	\$3.00	\$18.00	1½ T	2 T	8	4	44	12	
Waltham, . . . . .	—	2.75	16.50	1½ T	1½ T	8	8	48	6	
Watertown, . . . . .	—	—	19.50	Reg.	Reg.	8	4	44	12	
Wellesley, . . . . .	.33½	3.00	18.00	1½ T	1½ T	9	5	50	12	
Winchester, . . . . .	.37½	3.00	18.00	1½ T	2 T	8½	5	48	12	
Woburn, . . . . .	.37½	3.00	18.00	1½ T	1½ T	8	8	48	4	
Worcester, . . . . .	—	3.00	—	—	—	28	28	48	24	
Lead Workers.										
Somerville, . . . . .	—	3.00	—	—	—	8	4	44	12	
Mechanics.										
Boston:										
Metropolitan park depart- ment, . . . . .	.49¾	3.93½	23.61	Reg.	Reg.	8	4	44	12	
Park employees, . . . . .	—	4.00	24.00	—	—	8	4	44	12	
Medford, . . . . .	.40	3.20	19.20	Reg.	—	8	4	44	12	
Waltham, . . . . .	—	3.00	18.00	1½ T	1½ T	8	8	48	6	
Painters.										
Boston:										
Painters, . . . . .	—	4.00	24.00	—	—	8	8	48	—	
Painters (metropolitan park department), . . . . .	—	3.63	21.78	—	Reg.	8	4	44	12	
Painters (park department), . . . . .	—	4.00	—	—	—	8	4	44	12	
Somerville, . . . . .	—	3.75	—	—	—	8	4	44	12	
Pavers.										
Boston:										
Pavers, <sup>4</sup> . . . . .	.75	6.00	33.00	1½ T	1½ T	8	4	44	12	
Pavers (highway depart- ment), . . . . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12	
Pavers (paving department), . . . . .	—	—	24.00	—	1½ T	8	4	44	12	
Lowell (block and cobble), . . . . .	.62½	5.00	30.00	1½ T	2 T	8	4	44	12	
New Bedford (block and cobble), . . . . .	.50	4.00	24.00	—	—	8½	5½	48	12	
Rammermen.										
Boston (highway department), . . . . .	.40½	3.25	19.50	1½ T	2 T	8	4	44	12	
Lowell, . . . . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12	
Stablemen.										
Boston:										
Cemetery department, . . . . .	—	3.00	—	—	—	8	4	44	12	
Metropolitan park depart- ment, . . . . .	—	3.32¾	19.97	—	Reg.	8	4	44	12	
Sanitary and street cleaning department (Union A), . . . . .	—	3.00	18.00	1½ T	—	8	4	44	12	
Chelsea, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12	
Lynn, . . . . .	.47½	3.81¾	21.00	—	—	8	4	44	12	
Melrose, . . . . .	—	3.25	19.50	—	—	8	8	48	4	
Somerville, . . . . .	—	3.00	18.00	—	—	8	4	44	12	
Winchester, . . . . .	.37½	3.00	18.00	1½ T	2 T	8½	5	48	12	
Woburn, . . . . .	.37½	3.00	18.00	1½ T	1½ T	8	8	48	4	
Steam Roller Men.										
Boston (paving department), . . . . .	—	—	25.00	—	1½ T	8	4	44	12	
Brockton (engineers), . . . . .	—	—	27.50	2 T	2 T	8	4	44	12	
New Bedford (engineers), . . . . .	—	—	27.00	Reg.	—	8	4	44	12	

<sup>1</sup> Union has no agreement with city, but \$3 is the understood minimum for laborers in the street, sewer, water, and park departments.

<sup>2</sup> During four months, work nine hours on four days, eight hours on one day, and four hours on Saturday.

<sup>3</sup> If employees work two or three hours, they are paid a day's pay.

<sup>4</sup> Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.

TABLE 17. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Steam Roller Men — Con.</b>									
Salem (engineers), . . .	\$0.75	—	\$27.50	2 T	2 T	8	4	44	12
Winchester (engineers), . . .	—	\$4.16 $\frac{2}{3}$	25.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	5	48	12
Winchester (flagmen), . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	5	48	12
<b>Stone Cutters.</b>									
Boston (highway department), . . .	.50	4.00	24.00	1 $\frac{1}{2}$ T	2 T	8	4	44	12
<b>Street Sweepers.</b>									
Winchester, . . .	.31 $\frac{1}{4}$	2.50	15.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	5	48	12
<b>Teamsters.</b>									
Arlington, . . .	.40 $\frac{5}{8}$	3.25	19.50	1 $\frac{1}{2}$ T	2 T	8	4	44	12
Boston:									
Cemetery department, . . .	—	3.00	—	—	—	8	4	44	12
Metropolitan park department, . . .	—	3.32 $\frac{3}{4}$	19.97	—	Reg.	8	4	44	12
Park department, . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	4	44	12
Sanitary and street cleaning department (single and double), . . .	.37 $\frac{1}{2}$	3.00	18.00	—	2 T	8	4	44	12
Brookton, . . .	—	—	21.00	Reg.	2 T	8	4	44	12
Chelsea (single and double), . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	4	44	12
Lowell (Union A) (single and double), . . .	—	3.50	21.00	1 $\frac{1}{2}$ T	2 T	8	4	44	12
Lowell (Union B), . . .	—	3.25	—	—	—	8	4	44	12
Lynn (single), . . .	—	—	22.00	—	—	8	4	44	12
Lynn (double), . . .	—	—	23.00	—	—	8	4	44	12
Malden (single and double), . . .	.37 $\frac{1}{2}$	3.00	18.00	—	—	8	4	44	12
Melrose (single), . . .	—	3.25	19.50	1 $\frac{1}{2}$ T	2 T	8	8	48	4
Melrose (double), . . .	—	—	21.00	1 $\frac{1}{2}$ T	2 T	8	8	48	4
New Bedford (single and double), . . .	.37 $\frac{1}{2}$	3.00	18.00	—	—	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Newton, . . .	—	3.00	—	—	Reg.	8	8	48	6
Revere, . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	8	48	6
Somerville, . . .	—	3.00	18.00	—	—	8	4	44	12
Waltham, . . .	—	3.00	18.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	6
Watertown, . . .	—	—	19.50	Reg.	Reg.	8	4	44	12
Wellesley, . . .	.33 $\frac{1}{3}$	3.00	18.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	9	5	50	12
Winchester, . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	5	48	12
Woburn, . . .	.40 $\frac{3}{8}$	3.25	19.50	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	4
<b>Teamsters' Helpers.</b>									
Boston (sanitary and street cleaning department, Union A), . . .	.37 $\frac{1}{2}$	3.00	18.00	—	2 T	8	4	44	12
Chelsea, . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	4	44	12
Lowell (Union A), . . .	—	3.50	21.00	1 $\frac{1}{2}$ T	2 T	8	4	44	12
Lowell (Union B), . . .	—	3.25	—	—	—	8	4	44	12
Malden, . . .	.37 $\frac{1}{2}$	3.00	18.00	—	—	8	4	44	12
New Bedford (single and double), . . .	.37 $\frac{1}{2}$	3.00	18.00	—	—	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Revere, . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	8	48	6
Somerville, . . .	—	3.00	18.00	—	—	8	4	44	12
Winchester, . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	5	48	12
<b>Tree Climbers.</b>									
Newton, . . .	—	3.56	—	—	Reg.	8	8	48	6
Waltham, . . .	—	3.25	—	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	6
Winchester, . . .	.40 $\frac{3}{8}$	3.25	19.50	2 T	2 T	8 $\frac{3}{4}$	5	48	12
<b>Tree Men.</b>									
Boston (cemetery department), . . .	—	3.50	—	—	—	8	4	44	12
<b>Yardmen.</b>									
Boston (highway department), . . .	.40 $\frac{5}{8}$	3.25	19.50	1 $\frac{1}{2}$ T	2 T	8	4	44	12

<sup>1</sup> Broken time rate.<sup>2</sup> Receive \$21 and, when they care for horses, men receive \$1 for single teams and \$2 for double teams, additional.

## C. STEAM AND ELECTRIC RAILWAY SERVICE.

## STEAM RAILROAD SERVICE.

*Introductory Note.* — The information presented in the following table (Table 18) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on July 1, 1918, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by Federal law.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. Data with reference to steam railroad employees are presented for four railway systems operated in part or wholly in Massachusetts, designated by capital letters as follows: (A) Boston and Albany Railroad, (B) New York, New Haven, and Hartford Railroad, (C) Boston and Maine Railroad, (D) Boston, Revere Beach, and Lynn Railroad, and for the South Terminal, Boston. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but apply likewise to the entire systems.

TABLE 18. STEAM RAILROAD SERVICE.  
OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME Hourly Rates of Wages	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen.</b>									
<i>Baggagemen, Passenger.</i>									
Railroads A and B, . . . . .	\$0.0228	\$3.87	\$116.20	Reg.	Reg.	\$1.93½	\$3.87	167	8
Railroad C, . . . . .	.0228	3.87	<sup>1</sup> 108.36	Reg.	Reg.	1.93½	3.87	170	8
Railroad D, . . . . .	-	4.041	-	\$0.50½	-	-	-	-	8
<i>Brakemen, Local Freight, Pick- up, and Drop Service.</i>									
Railroads A, B, and C, . . . . .	.0419	4.19	-	Reg.	-	-	-	100	8
<i>Brakemen, Milk Train.</i>									
Railroads A and B, . . . . .	.0264	4.25	-	Reg.	-	-	-	-	8
<i>Brakemen, Passenger.</i>									
Railroads A and B, . . . . .	.0223	3.62	108.57	Reg.	-	-	-	160	8
Railroad C, . . . . .	.0223	3.62	<sup>1</sup> 101.36	Reg.	-	-	-	162	8
Railroad D, . . . . .	-	3.83½	-	.48	-	-	-	-	8
<i>Brakemen, Through and Irregu- lar Freight, etc.</i>									
Railroads A, B, and C, . . . . .	.0372	3.72	-	Reg.	-	-	-	100	8
<i>Brakemen, Yard.</i>									
Railroads A and B (day), . . . . .	-	<sup>2</sup> 4.77	-	Reg.	-	-	-	-	8
Railroads A and B (night), . . . . .	-	4.94	-	Reg.	-	-	-	-	8
Railroad C (day), . . . . .	<sup>3</sup> .57½	4.60	-	Reg.	-	-	-	-	8
	.58¾	4.70	-	Reg.	-	-	-	-	8
	.59¾	4.77	-	Reg.	-	-	-	-	8
Railroad C (night), . . . . .	<sup>3</sup> .59¾	4.77	-	Reg.	-	-	-	-	8
	.60¾	4.85	-	Reg.	-	-	-	-	8
	.61¾	4.94	-	Reg.	-	-	-	-	8
<i>Conductors, Local Freight, Pick- up, and Drop Service.</i>									
Railroads A, B, and C, . . . . .	.0542	5.42	-	Reg.	-	-	-	100	8
<i>Conductors, Milk Train.</i>									
Railroads A and B, . . . . .	.0335	5.38	-	Reg.	-	-	-	155	8
<i>Conductors, Passenger.</i>									
Railroads A and B, . . . . .	.0335	5.38	161.50	Reg.	-	-	-	155	8
Railroad C, . . . . .	.0335	5.38	<sup>1</sup> 150.64	Reg.	-	-	-	160	8
Railroad D, . . . . .	-	5.37½	-	.68	-	-	-	-	8
<i>Conductors, Through and Irregu- lar Freight.</i>									
Railroads A, B, and C, . . . . .	.0482	4.82	-	Reg.	-	-	-	100	8
<i>Conductors, Yard.</i>									
Railroads A and B (day), . . . . .	-	<sup>5</sup> 5.03	-	Reg.	-	-	-	-	8
Railroads A and B (night), . . . . .	-	5.20	-	Reg.	-	-	-	-	8
Railroad C (day), . . . . .	<sup>3</sup> .60¾	4.85	-	Reg.	-	-	-	-	8
	.61¾	4.94	-	Reg.	-	-	-	-	8
	.63¾	5.03	-	Reg.	-	-	-	-	8
Railroad C (night), . . . . .	<sup>3</sup> .63	5.03	-	Reg.	-	-	-	-	8
	.64	5.11	-	Reg.	-	-	-	-	8
	.65	5.20	-	Reg.	-	-	-	-	8
<i>Conductors, Assistant, Passenger.</i>									
Railroads A and B, . . . . .	.0265	4.59	137.70	Reg.	-	-	-	155	8
Railroad C, . . . . .	.028875	4.62	<sup>1</sup> 129.36	Reg.	-	-	-	160	8

<sup>1</sup> Twenty-eight day guarantee.<sup>2</sup> Special rate in Palmer yard only, \$4.60 per day; no change in night rate.<sup>3</sup> Hourly rates; paid different rates according to location of yard.<sup>4</sup> If called on time off, get one-half day's pay for four hours or less; whole day's pay for any time over four hours.<sup>5</sup> Special rate in Palmer yard only, \$4.85 per day; no change in night rate.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates	Hourly Rates of Wages	One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen — Con.</b>									
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up, and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.0419	\$4.19	-	Reg.	-	-	-	100	8
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0269	4.25	-	Reg.	-	-	-	163	8
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroads A and B, . . . .	.0223	3.62	\$108.57	Reg.	-	-	-	160	8
Railroad C, . . . . .	.0223	3.67	<sup>1</sup> 102.76	Reg.	-	-	-	164	8
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0372	3.72	-	Reg.	-	-	-	100	8

<sup>1</sup> Twenty-eight day guarantee.



TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rates (Pro Rate over 100 Miles)		
<b>Engineers, Locomotive.</b>					
<i>Local Freight.</i>					
Railroads A and B:					
Less than 80,000 pounds, . . . . .	\$5.78	Reg.	\$0.0578	100	8
80,000 to 100,000 pounds, . . . . .	5.78	Reg.	.0578	100	8
100,000 to 140,000 pounds, . . . . .	5.78	Reg.	.0578	100	8
140,000 to 170,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
170,000 to 200,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
200,000 to 250,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
Mallets 275,000 pounds or over, . . . . .	7.05	Reg.	.0705	100	8
Railroad C (all weights), . . . . .	5.78	\$0.77	.077	75	8
<i>Passenger.</i>					
Railroads A and B (all weights), . . . . .	4.73	Reg.	.0473	100	8
Railroad C (all weights), . . . . .	4.73	Reg.	.0473	100	8
Railroad D, . . . . .	5.62½	.71	—	—	8
<i>Switching.</i>					
Railroads A and B:					
140,000 to 300,000 pounds, . . . . .	5.29	Reg.	—	—	8
Railroad C:					
140,000 to 300,000 pounds, . . . . .	5.28	Reg.	—	—	8
Consolidation type engine, . . . . .	5.83	Reg.	—	—	8
Railroad D, . . . . .	5.47½	.69	—	—	8
<i>Through Freight.</i>					
Railroads A and B:					
80,000 to 140,000 pounds, . . . . .	5.49	Reg.	.0549	100	8
140,000 to 250,000 pounds, . . . . .	5.60	Reg.	.0560	100	8
Mallets 275,000 pounds and over, . . . . .	6.76	Reg.	.0676	100	8
Railroad C (all weights), . . . . .	5.49	.68	.0549	100	8
<b>Firemen, Locomotive.</b>					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.89	Reg.	.0389	100	8
80,000 to 100,000 pounds, . . . . .	4.03	Reg.	.0403	100	8
100,000 to 140,000 pounds, . . . . .	4.23	Reg.	.0423	100	8
140,000 to 170,000 pounds, . . . . .	4.36	Reg.	.0436	100	8
170,000 to 200,000 pounds, . . . . .	4.50	Reg.	.0450	100	8
200,000 to 250,000 pounds, . . . . .	4.63	Reg.	.0463	100	8
Mallet engines 275,000 pounds and over, . . . . .	5.57	Reg.	.0557	100	8
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.69	Reg.	.0369	100	8
80,000 to 100,000 pounds, . . . . .	3.83	Reg.	.0383	100	8
100,000 to 140,000 pounds, . . . . .	4.03	Reg.	.0403	100	8
140,000 to 170,000 pounds, . . . . .	4.16	Reg.	.0416	100	8
170,000 to 200,000 pounds, . . . . .	4.30	Reg.	.0430	100	8
200,000 to 250,000 pounds, . . . . .	4.43	Reg.	.0443	100	8
Mallet engines 275,000 pounds and over, . . . . .	5.37	Reg.	.0537	100	8
<i>Passenger.</i>					
Railroad D, . . . . .	4.00	.50	—	—	8
<i>Passenger, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
80,000 to 100,000 pounds, . . . . .	3.22	Reg.	.0322	100	8
100,000 to 140,000 pounds, . . . . .	3.35	Reg.	.0335	100	8
140,000 to 170,000 pounds, . . . . .	3.48	Reg.	.0348	100	8

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rates (Pro Rate over 100 Miles)		
<b>Firemen, Locomotive — Con.</b>					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds, . . . . .	\$3.53	Reg.	\$0.0353	-	8
140,000 pounds and over, . . . . .	3.67	Reg.	.0367	-	8
Consolidation type engines, 70 tons and over					
(Railroad C), . . . . .	4.09	Reg.	.0409	-	8
Railroad D, . . . . .	3.80	\$0.47½	-	-	8
<i>Hostlers.</i>					
Railroads A, B, and C, . . . . .	3.33	Reg.	-	-	8

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
SIGNAL MAINTENANCE SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR		
	Unit	One Rate only	Maxi- mum	Mini- mum	DAY <sup>2</sup>		Week
					Mon- day to Friday	Satur- day	
<b>Blacksmiths.</b>							
Railroad B, . . . . .	Hour	\$0.68	—	—	8	8	48
Railroad C (Boston), . . . . .	Day	4.41	—	—	8	8	48
Railroad C (outside of Boston), . . . . .	Day	4.09	—	—	8	8	48
<b>Clerks.</b>							
Railroad C, . . . . .	Week	—	\$25.25	\$12.12	8	4	44
<b>Draftsmen.</b>							
Railroad C, . . . . .	Week	—	21.07	15.12	8	4	44
<b>Electricians.</b>							
Railroad A:							
Interlocking, . . . . .	Hour	.68	—	—	8	8	48
Linemen, chief, . . . . .	Hour	.73	—	—	8	8	48
Linemen, telephone, . . . . .	Hour	.68	—	—	8	8	48
Wiremen, chief signal, . . . . .	Hour	.73	—	—	8	8	48
Railroad B (wiremen), . . . . .	Hour	.68	—	—	8	8	48
Railroad C:							
Circuit designers, . . . . .	Week	25.30	—	—	8	8	48
Linemen, . . . . .	Day	4.41	—	—	8	8	48
Wiremen, . . . . .	Day	—	4.70	4.41	8	8	48
Railroad D (first class), . . . . .	Week	24.72	—	—	8	8	48
Railroad D (second class), . . . . .	Week	—	21.60	21.12	8	8	48
<b>Foremen.</b>							
Railroad A (interlocking), . . . . .	Hour	.73	—	—	8	8	48
Railroad A (signal), . . . . .	Hour	.73	—	—	8	8	48
Railroad B (general), . . . . .	Week	46.03	—	—	8	8	56
Railroad B (signal), . . . . .	Week	42.57	—	—	8	8	56
Railroad C:							
Foremen (Boston), . . . . .	Day	4.72	—	—	8	8	48
Foremen (outside of Boston), . . . . .	Day	4.72	—	—	8	8	48
Foremen (electrical), . . . . .	Week	36.34	—	—	8	8	48
Foremen (general), . . . . .	Week	33.25	—	—	8	8	48
Railroad D, . . . . .	Week	36.00	—	—	8	8	48
<b>Foremen, Assistant.</b>							
Railroad A (interlocking), . . . . .	Hour	.68	—	—	8	8	48
Railroad A (signal), . . . . .	Hour	.68	—	—	8	8	48
Railroad C, . . . . .	Day	4.41	—	—	8	8	48
<b>Groundmen.</b>							
Railroad C, . . . . .	Day	2.89	—	—	8	8	48
<b>Helpers.</b>							
Railroad A (mechanical and electrical), . . . . .	Hour	.45	—	—	8	8	48
Railroad B (mechanical and electrical), . . . . .	Hour	.45	—	—	8	8	48
Railroad C, . . . . .	Day	2.27	—	—	8	8	48
<b>Lampmen.</b>							
Railroad B, . . . . .	Hour	.41½	—	—	8	8	48
Railroad C (arc light trimmers), . . . . .	Day	3.31	—	—	8	8	48
<b>Machinists, Signal.</b>							
Railroad A, . . . . .	Hour	.73	—	—	8	8	48
<b>Maintainers.</b>							
Railroad A, . . . . .	Hour	.68	—	—	8	8	48
Railroad B, . . . . .	Hour	.68	—	—	8	8	48
Railroad C (signal), . . . . .	Day	—	4.70	3.74	8	8	48
Railroad D (interlocking), . . . . .	Week	—	32.64	20.88	8	8	48
South Terminal (foremen), . . . . .	Day	4.81	—	—	9	9	63

<sup>1</sup> Employees are paid 1½ T for all overtime. Except where otherwise specified, the same rates apply in Boston and outside of Boston.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
SIGNAL MAINTENANCE SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR		
	Unit	One Rate only	Maxi- mum	Mini- mum	DAY		Week
					Mon- day to Friday	Satur- day	
<b>Maintainers, Assistant.</b>							
Railroad A, . . . . .	Hour	\$0.58	-	-	8	8	48
Railroad B, . . . . .	Hour	.58	-	-	8	8	48
Railroad C (signal), . . . . .	Day	2.96	-	-	8	8	48
<b>Mechanics.</b>							
Railroad A, . . . . .	Hour	.68	-	-	8	8	48
<b>Repairmen.</b>							
Railroad C (tower), . . . . .	Day	3.74	-	-	8	8	48
South Terminal, . . . . .	Day	-	\$3.76	\$3.14	9	9	63
South Terminal (chief), . . . . .	Day	4.04	-	-	9	9	63
<b>Signalmen.</b>							
Railroad B, . . . . .	Hour	.68	-	-	8	8	48
Railroad C:							
Signalmen, general, . . . . .	Day	3.74	-	-	8	8	48
Signalmen, universal, . . . . .	Day	4.09	-	-	8	8	48
Supervisors, . . . . .	Week	45.88	-	-	8	8	48
Supervisors, assistant, . . . . .	Week	30.48	-	-	8	8	48
<b>Switchmen.</b>							
South Terminal (ground), . . . . .	Day	-	4.09	3.81	9	9	63

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Baggagemasters.</b>						
Railroad A, . . . . .	Day	—	\$4.50	\$3.53	8	{ 48
Railroad C, . . . . .	Week	\$40.05	—	—	8	56
Railroad D, . . . . .	Week	—	22.56	18.48	8	48
South Terminal, . . . . .	Week	33.04	—	—	10	70
<b>Baggagemasters, Assistant.</b>						
Railroad A, . . . . .	Day	—	4.02	3.44	8	{ 48
Railroad B, . . . . .	Hour	.38½	—	—	8	56
Railroad C, . . . . .	Day	4.70	—	—	8	{ 48
<b>Baggagemasters, Foremen.</b>						
South Terminal, . . . . .	Day	3.15	—	—	10	70
South Terminal (assistant foremen), . . . . .	Day	2.83	—	—	10	70
<b>Baggagemen.</b>						
Railroad A, . . . . .	Day	—	3.82	2.55	8	{ 48
Railroad B, . . . . .	Hour	.38½	—	—	8	56
Railroad C, . . . . .	Day	3.74	—	—	8	{ 48
South Terminal, . . . . .	Day	—	2.37	2.22	10	70
<b>Baggagemen (Boardmen and Valise Room Men).</b>						
Railroad B, . . . . .	Hour	.38½	—	—	8	56
Railroad C (boardmen), . . . . .	Day	3.74	—	—	8	{ 48
<b>Baggagemen (Checkmen).</b>						
Railroad A, . . . . .	Day	—	3.61	3.07	8	56
Railroad B, . . . . .	Hour	.38½	—	—	8	56
South Terminal, . . . . .	Day	2.83	—	—	10	70
<b>Baggagemen (Mail Porters).</b>						
Railroad A, . . . . .	Day	—	3.57	3.07	8	56
Railroad B, . . . . .	Hour	.38½	—	—	8	56
Railroad C, . . . . .	Day	3.24	—	—	8	56
South Terminal, . . . . .	Day	—	2.37	2.22	10	70
<b>Baggagemen (Parcel Clerks).</b>						
Railroad B, . . . . .	Hour	.38½	—	—	8	56
Railroad C, . . . . .	Day	3.74	—	—	8	56
South Terminal, . . . . .	Day	—	2.27	2.02	10	70
South Terminal (foremen), . . . . .	Week	21.84	—	—	10	70
<b>Baggagemen (Porters).</b>						
Railroad A, . . . . .	Day	—	3.36	3.17	8	56
Railroad B, . . . . .	Hour	.38½	—	—	8	56
South Terminal, . . . . .	Day	—	2.37	2.22	10	70

<sup>1</sup> When more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

*Railroad A.* — Except where otherwise stated, rates are for outside of Boston.

*Railroad B.* — Each rate is for outside of Boston.

*Railroad C.* — Except where otherwise specified, same rates apply to Boston and outside of Boston. Basic eight-hour day went into effect on July 1, 1918. In many cases, however, road was unable to place all employees under its provisions during 1918, so employees worked former hours on this basis; 1½ T for 9th and 10th hours and 1½ T thereafter.

*Railroad D.* — Except where otherwise stated, same rates apply in Boston and outside of Boston. All overtime is at the rate of 1½ T.

*South Terminal.* — Each rate applies to Boston only. All overtime is at the rate of 1½ T.

<sup>2</sup> Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1½ T.



TABLE 18. STEAM RAILROAD SERVICE—CONTINUED.  
 STATION AND FERRY SERVICE—Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Baggagemen (Shippers).</b>						
Railroad A, . . . . .	Day	—	\$3.82	\$2.55	8	48
Railroad B, . . . . .	Hour	\$0.38½	—	—	8	56
Railroad C, . . . . .	Day	3.88	—	—	8	56
South Terminal, . . . . .	Day	2.83	—	—	10	70
<b>Cashiers.</b>						
South Terminal, . . . . .	Day	2.98	—	—	10	70
<b>Cleaners, Station.</b>						
Railroad A (men), . . . . .	Day	—	3.13	2.17	8	48
Railroad C:						
Foremen, . . . . .	Day	4.09	—	—	8	56
Foremen, night, . . . . .	Night	3.38	—	—	8	56
Men, . . . . .	Day	2.85	—	—	8	48
Women, . . . . .	Day	2.22	—	—	8	48
Railroad D:						
Men, . . . . .	Week	14.88	—	—	8	48
Women, . . . . .	Week	13.92	—	—	8	48
South Terminal:						
Men, . . . . .	Day	—	2.16	2.02	10	70
Women, . . . . .	Day	—	2.02	1.80	8	48
<b>Clerks (Baggage).</b>						
Railroad A, . . . . .	Day	—	3.36	3.13	8	48
Railroad C, . . . . .	Day	—	3.74	3.60	8	48
South Terminal, . . . . .	Day	—	2.83	2.27	10	70
<b>Clerks and Operators.</b>						
Railroad B, . . . . .	Hour	—	.54¾	.48	8	56
<b>Coal Handlers.</b>						
Railroad D, . . . . .	Week	22.40	—	—	8	56
<b>Crossing Tenders and Gatemen.</b>						
Railroad A, . . . . .	Day	—	2.83	2.55	8	56
Railroad B, . . . . .	Hour	—	.37½	.32¼	8	56
Railroad C (Boston), . . . . .	Day	—	3.49	2.77	8	48
Railroad C (outside of Boston), . . . . .	Day	—	2.72	2.22	8	56
Railroad D, . . . . .	Day	—	2.88	2.40	8	56
South Terminal (gatemen), . . . . .	Day	3.14	—	—	10	70
<b>Deck Hands.</b>						
Railroad D:						
First class, . . . . .	Day	3.92	—	—	8	48
Second class, . . . . .	Day	3.76	—	—	8	48
<b>Draw Bridge Tenders.</b>						
Railroad D, . . . . .	Week	—	22.40	18.00	8	56
<b>Drop Tenders.</b>						
Railroad D, . . . . .	Week	22.56	—	—	8	48
<b>Electrical Workers.</b>						
Railroad B, . . . . .	Hour	.68	—	—	8	48
Railroad B (foremen), . . . . .	Week	42.57	—	—	8	48
Railroad B (helpers), . . . . .	Hour	.45	—	—	8	48
<b>Elevator Women.</b>						
South Terminal, . . . . .	Day	—	2.02	1.83	8	48

1 Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1½ T.

2 Work six hours on every other Sunday, making 54 hours for that week.

3 1½ T after eight hours.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Engineers, Marine.</b>						
Railroad D, . . . . .	Day	\$6.58	—	—	8	48
<b>Firemen, Marine.</b>						
Railroad D, . . . . .	Day	4.00	—	—	8	48
<b>Freight Agents.</b>						
Railroad B, . . . . .	Hour	—	\$0.63 $\frac{1}{4}$	\$0.48	8	1 56
<b>Freight Agents and Operators.</b>						
Railroad B, . . . . .	Hour	—	.63 $\frac{1}{4}$	.48	8	1 56
<b>Freight Checkers.</b>						
Railroad A (Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.60	8	48
Railroad B, . . . . .	Hour	.44 $\frac{1}{2}$	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.81	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.24	—	—	8	48
<b>Freight Deliverers.</b>						
Railroad A (Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad B, . . . . .	Hour	.44 $\frac{1}{2}$	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.81	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.03	—	—	8	48
<b>Freight Handlers.</b>						
Railroad A (Boston and outside of Boston), . . . . .	Hour	.43	—	—	8	48
Railroad B, . . . . .	Hour	.42	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.24	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.00	—	—	8	48
<b>Freight Laborers.</b>						
Railroad A (Boston), . . . . .	Hour	.43	—	—	8	48
Railroad A (outside of Boston), . . . . .	Hour	—	.43	.40	8	48
Railroad B, . . . . .	Hour	.42	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.24	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.00	—	—	8	48
<b>Freight Receivers.</b>						
Railroad A (Boston), . . . . .	Day	4.30	—	—	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.60	8	48
Railroad B, . . . . .	Hour	.44 $\frac{1}{2}$	—	—	8	2 48
Railroad C, . . . . .	Day	3.81	—	—	8	48
<b>Matrons.</b>						
Railroad D, . . . . .	Week	13.92	—	—	8	48
<b>Oilers.</b>						
Railroad D, . . . . .	Day	2.52	—	—	8	48
<b>Pilots.</b>						
Railroad D, . . . . .	Day	6.92	—	—	8	48
Railroad D (relief), . . . . .	Day	5.20	—	—	8	—
<b>Station Agents.</b>						
Railroad A, . . . . .	Day	—	4.74	2.83	8	48
Railroad A (relief), . . . . .	Day	4.59	—	—	8	56
Railroad B, . . . . .	Hour	—	.63 $\frac{1}{4}$	.48	8	1 56
Railroad D (Boston), . . . . .	Week	33.60	—	—	8	48
Railroad D (way stations), . . . . .	Week	—	22.56	20.40	8	48
<b>Station Agents and Operators.</b>						
Railroad A, . . . . .	Day	—	4.49	2.83	8	48
Railroad B, . . . . .	Hour	—	.54 $\frac{1}{4}$	.48	8	56

<sup>1</sup> 1½ T after eight hours.

<sup>2</sup> Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1½ T.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.

STATION AND FERRY SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Telegraph Operators.</b>						
Railroad A, . . . . .	Hour	—	\$0.64 $\frac{3}{4}$	\$0.49	8	{ 48
Railroad B, . . . . .	Hour	—	.54 $\frac{1}{4}$	.48	8	{ 56
Railroad C, . . . . .	Day	—	4.90	4.30	8	{ 48
						{ 56
<b>Ticket Agents.</b>						
Railroad A, . . . . .	Day	—	6.16	5.82	8	56
Railroad B, . . . . .	Hour	—	.54 $\frac{1}{4}$	.48	8	<sup>1</sup> 56
Railroad D (men), . . . . .	Week	—	24.48	20.40	8	48
Railroad D (women), . . . . .	Week	\$15.56	—	—	8	48
<b>Ticket Agents and Operators.</b>						
Railroad B, . . . . .	Hour	—	.54 $\frac{1}{4}$	.48	8	<sup>1</sup> 56
Railroad C, . . . . .	Day	—	4.09	3.53	8	56
<b>Ticket Clerks.</b>						
Railroad B, . . . . .	Hour	.44 $\frac{1}{2}$	—	—	8	<sup>1</sup> 56
<b>Ticket Clerks and Operators.</b>						
Railroad B, . . . . .	Hour	—	.54 $\frac{1}{2}$	.48	8	<sup>1</sup> 56
<b>Ticket Sellers.</b>						
Railroad C (Boston), . . . . .	Day	—	4.55	4.23	8	56
Railroad C (outside of Boston), . . . . .	Day	—	3.83	3.14	8	56
South Terminal, . . . . .	Day	—	4.81	3.53	10	70
<b>Watchmen.</b>						
Railroad C (Boston), . . . . .	Day	3.53	—	—	8	56
Railroad C (outside of Boston), . . . . .	Day	3.53	—	—	8	56
South Terminal, . . . . .	Day	2.13	—	—	10	70

<sup>1</sup> 1 $\frac{1}{2}$ T after eight hours.

TABLE 18. STEAM RAILROAD SERVICE — CONCLUDED.  
SWITCH TOWER SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				Daily Hours of Labor
	Unit	One Rate only	Maxi- mum	Mini- mum	
<b>Agents, Operators, and Towermen.</b>					
Railroad B, . . . . .	Hour	-	\$0.63½	\$0.48	8
<b>Announcers.</b>					
South Terminal, . . . . .	Day	-	3.81	3.10	8
<b>Car Distributors.</b>					
Railroad B, . . . . .	Hour	\$0.72½	-	-	8
<b>Clerks, Operators, and Towermen.</b>					
Railroad B, . . . . .	Hour	-	.63½	.48	8
<b>Levermen.</b>					
Railroad A (outside of Boston), . . . . .	Day	-	3.97	3.17	8
Railroad A (relief), . . . . .	Day	4.23	-	-	8
Railroad B, . . . . .	Hour	-	.63½	.48	8
Railroad C, . . . . .	Day	-	4.70	4.55	8
Railroad C (relief), . . . . .	Day	4.65	-	-	8
South Terminal, . . . . .	Day	4.81	-	-	8
<b>Sheetmen.</b>					
Railroad C, . . . . .	Day	4.16	-	-	8
<b>Switchmen.</b>					
Railroad C (ground), . . . . .	Day	-	3.95	3.38	8
<b>Switchmen and Telegraph Operators.</b>					
Railroad B (outside of Boston), . . . . .	Hour	-	.54½	.48	8
<b>Telephone Operators.</b>					
South Terminal, . . . . .	Day	-	3.81	3.10	8
<b>Tower Directors.</b>					
Railroad A, . . . . .	Day	4.93	-	-	8
Railroad B, . . . . .	Hour	.72½	-	-	8
Railroad C, . . . . .	Day	-	5.58	4.55	8
Railroad D, . . . . .	Day	-	4.60	4.48	8
South Terminal, . . . . .	Day	5.49	-	-	8
<b>Towermen.</b>					
Railroad A, . . . . .	Day	-	4.02	3.23	8
Railroad B, . . . . .	Hour	-	.63½	.48	8
Railroad C, . . . . .	Day	-	4.36	3.53	8
Railroad D, . . . . .	Day	-	4.36	4.08	8
<b>Towermen and Operators.</b>					
Railroad B, . . . . .	Hour	-	.63½	.48	8

<sup>1</sup> Employees are paid 1½T for all overtime. Except where otherwise specified, same rates apply in Boston and outside of Boston.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Motormen and Conductors — Surface Lines.</b>							
Bay State St. Ry. Co., . . . . .	\$0.35	\$0.35½	\$0.36½	\$0.38½	\$0.38½	\$0.39½	\$0.40½
Berkshire St. Ry. Co., . . . . .	.35½	.37½	.39½	.41	.43	.43	.43
Blue Hill St. Ry. Co., . . . . .	.29	.29	.30	.31	.33	.35	.36
Boston Elevated Ry. Co., . . . . .	1.43	2.46	.48	.48	.48	.48	.48
Boston & Worcester St. Ry. Co., . . . . .	.32½	.33½	.35½	.37½	.39½	.39½	.39½
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.27	.27	.28½	.29½	.30½	.32	.32
Connecticut Valley St. Ry. Co., . . . . .	.27	.27	.28½	.29½	.30½	.32	.32
Fitchburg & Leominster St. Ry. Co., . . . . .	.29	.30	3.31 .32	.33	.34	.36	.36
Holyoke St. Ry. Co., . . . . .	.35	.36	.37	.39	.41	.41	.41
Interstate Consolidated St. Ry. Co., . . . . .	.37	.38½	.40	.41	.43	.43	.43
Lowell & Fitchburg St. Ry. Co., . . . . .	.29	.30	.32	.33	.34	.36	.36
Mass. Northeastern St. Ry. Co., . . . . .	.26½	.27	.28	.29	.30	.31	.32½
Middlesex & Boston St. Ry. Co., . . . . .	.29½	.29½	.31½	.33½	.35½	.36½	.36½
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.37	.38½	.40	.41	.43	.43	.43
Milford & Uxbridge St. Ry. Co., . . . . .	.32	.33	.34	.35	.36½	.37½	.39½
New Bedford & Onset St. Ry. Co., . . . . .	.32	.33	.35	.36	.37	.38	.39
Northampton St. Ry. Co., . . . . .	.27	.27	.28	.29	.30	.31	.32
Northern Mass. St. Ry. Co., . . . . .	.27	.27	.28½	.29½	.30½	.32	.32
Springfield St. Ry. Co., . . . . .	*3.33	*3.46	*3.60	*3.69	*3.87	*3.87	*3.87
Union St. Ry. Co. (New Bedford), . . . . .	.34	.35	.37	.38	.39	.40	.41
Worcester Consolidated St. Ry. Co., . . . . .	.37	.38½	.40	.41	.43	.43	.43

1 First three months.

2 Next nine months.

3 Smaller rate paid for first six months; larger rate for second six months.

4 Rate per day of nine hours.

## RAPID TRANSIT.

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR		
	First 3 Months	Next 9 Months	Second Year and After
<b>Boston Elevated Railway Company.</b>			
Brakemen, Rapid Transit Lines, . . . . .	\$0.40	\$0.41	\$0.42½
Guards, Rapid Transit Lines, . . . . .	.43	.43½	.44½
Motormen, Rapid Transit Lines, . . . . .	.45	.48	.50



TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE — CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE.

RAILWAYS <sup>1</sup> AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Armature Winders.</b>					
Railway No. 1 (rolling stock department), . . .	{ \$.3650-.4427 }	-	-	-	2 -
Railway No. 1 (rolling stock department) (helpers), . . .	{ .316-.360 }	-	-	-	2 -
Railway No. 2, . . . . .	{ .3075-.3554 }	-	-	9	-
Railway No. 2 (foremen), . . . . .	.4443	-	-	9	-
Railway No. 5 (first class) (shop men), . . . . .	.5325	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.40	-	-	9	63
Railway No. 7, . . . . .	.36 $\frac{3}{4}$	-	-	9	63
Railway No. 8, . . . . .	-	\$4.00	-	10	70
Railway No. 9 (shops and electric line), . . . . .	-	4.32	-	9	63
Railway No. 12, . . . . .	.38	-	-	9	63
Railway No. 15 (second class), . . . . .	\$.35 $\frac{1}{2}$	-	-	9	54
Railway No. 19 (mechanical department), . . . . .	.30 $\frac{5}{8}$	-	-	9	53
Railway No. 19 (mechanical department) (foremen), . . . . .	-	4.36	-	9	61
Railway No. 19 (mechanical department) (helpers), . . . . .	-	3.42	\$40.00	9	53
Railway No. 21, . . . . .	-	4.54	-	9	53
Railway No. 21 (helpers), . . . . .	-	3.11	-	9	53
<b>Attendants, Sub-station.</b>					
Railway No. 5 (shopmen), . . . . .	{ .29 $\frac{1}{2}$ }	-	-	10	70
Railway No. 10, . . . . .	-	4.44	22.82	12	84
Railway No. 11 (barnmen), . . . . .	{ - }	2.50	17.50	12	84
Railway No. 15, . . . . .	{ .40 $\frac{5}{8}$ }	3.00	21.00	9	-
<b>Babbitters and Helpers.</b>					
Railway No. 2, . . . . .	.3554	-	-	9	-
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.55	-	9	53
<b>Barnmen.</b>					
Railway No. 6, . . . . .	-	3.00	-	10	70
Railway No. 14, . . . . .	-	3.80	-	9	61
<b>Blacksmiths.</b>					
Railway No. 1 (rolling stock department), . . . . .	{ .3705-.4405 }	-	-	-	2 -
Railway No. 1 (rolling stock department) (helpers), . . . . .	{ .3272-.3850 }	-	-	-	2 -
Railway No. 2, . . . . .	.4588	-	-	9	-
Railway No. 2 (helpers), . . . . .	.3993	-	-	9	-
Railway No. 4, . . . . .	{ .60 }	-	-	9 $\frac{1}{4}$	51
Railway No. 5 (first class) (shop men), . . . . .	.65	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.33 $\frac{3}{4}$	-	-	9	63
Railway No. 5 (helpers) (shop men), . . . . .	.30	-	-	9	63
Railway No. 7, . . . . .	-	4.00	-	10	70
Railway No. 9 (shops and electric line), . . . . .	.50	-	-	9	54
Railway No. 12, . . . . .	{ \$.37 $\frac{1}{2}$ -.44 $\frac{1}{2}$ }	-	-	9	63
Railway No. 13, . . . . .	.42	-	-	5 -	5 -
Railway No. 15, . . . . .	.37	-	-	9	54
Railway No. 17, . . . . .	.36 $\frac{1}{2}$	-	-	9 $\frac{1}{2}$	57
Railway No. 18, . . . . .	-	-	30.00	10	70
Railway No. 19 (mechanical department), . . . . .	-	4.48	-	9	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.36	-	9	53
Railway No. 21, . . . . .	-	4.54	-	9	53
Railway No. 21 (helpers), . . . . .	-	3.80	-	9	53
<b>Bolt Cutters.</b>					
Railway No. 19 (mechanical department), . . . . .	-	3.42	-	9	53

<sup>1</sup> The several street railways are numbered in the order (1 to 21) as given in the table at the top of page 125.<sup>2</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.<sup>3</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1 $\frac{1}{2}$  T.<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.<sup>5</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Carpenters.</b>					
Railway No. 1 (first class) (roadway department),	\$0.443- .615	-	-	-	1-
Railway No. 1 (helpers) (roadway department),	.381- .409	-	-	-	1-
Railway No. 1 (rolling stock department),	.2061- .4338	-	-	-	1-
Railway No. 2, . . . . .	.3999 .4443	-	-	9	-
Railway No. 2 (foremen), . . . . .	.4888	-	-	9	-
Railway No. 4, . . . . .	.4834	-	-	9	54
Railway No. 5 (shop men), . . . . .	.3613	-	-	9	63
Railway No. 5 (foremen) (shop men), . . . . .	.44	-	-	9	63
Railway No. 9 (shops and electric line), . . . . .	.40	-	-	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	.4276	-	-	9	54
Railway No. 12, . . . . .	2.3523- .4086	-	-	9	63
Railway No. 13, . . . . .	.3212 .42	-	-	3-	3-
Railway No. 15, . . . . .	.3619	-	-	9	54
Railway No. 18, . . . . .	-	\$4.00	-	10	70
Railway No. 19 (mechanical department), . . . . .	-	3.70 4.05	-	49	53
Railway No. 19 (bridge) (track department), . . . . .	-	4.05 4.36	-	8	48
Railway No. 21, . . . . .	-	4.54 4.86	-	9	53
<b>Chauffeurs.</b>					
Railway No. 19 (line department), . . . . .	-	4.75	-	49	53
Railway No. 19 (track department), . . . . .	-	4.26	-	9	63
<b>Checkers, Car.</b>					
Railway No. 1 (freight department), . . . . .	.278- .347	-	-	-	1-
<b>Cleaners.</b>					
Railway No. 13, . . . . .	.15- .29	-	-	3-	3-
Railway No. 19 (foremen) (mechanical department), . . . . .	-	-	\$34.00	49	61
<b>Cleaners, Barn.</b>					
Railway No. 5 (shop men), . . . . .	.28	-	-	9	63
<b>Cleaners, Car.</b>					
Railway No. 1 (rolling stock department), . . . . .	.3160- .3772	-	-	-	1-
Railway No. 2, . . . . .	.2666- .3554	-	-	9	-
Railway No. 3, . . . . .	.22	-	-	10	70
Railway No. 4, . . . . .	.4212	-	-	9	62
Railway No. 9 (shops and electric line), . . . . .	.3136	-	-	11	77
Railway No. 12 (cleaners and oilers), . . . . .	2.2176- .2639	-	-	9	63
Railway No. 15, . . . . .	.25	-	-	9	63
Railway No. 19 (mechanical department), . . . . .	-	2.80 2.99	-	49	61
Railway No. 21, . . . . .	-	2.80	-	9	61
<b>Cleaners, Headlight.</b>					
Railway No. 5 (shop men), . . . . .	.37	-	-	9	63

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>3</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE — CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE — Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Clerks, Delivery.</b>					
Railway No. 1 (freight department), . . . . .	{ \$0.278- .408 }	-	-	-	1 -
<b>Clerks, Receiving.</b>					
Railway No. 1 (freight department), . . . . .	{ .278- .352 }	-	-	-	1 -
Railway No. 5 (freight house men), . . . . .	.33	-	-	9	54
<b>Coal Laborers.</b>					
Railway No. 2, . . . . .	.3109	-	-	9	-
<b>Coal Passers.</b>					
Railway No. 5 (power station), . . . . .	.30	-	-	8	56
<b>Coal Wheelers.</b>					
Railway No. 17, . . . . .	.31½	-	-	9	63
<b>Controllermen.</b>					
Railway No. 9 (shops and electric line), . . . . .	.41	-	-	9	63
<b>Controller Repairers.</b>					
Railway No. 2, . . . . .	.4443	-	-	9	-
<b>Crossing Tenders.</b>					
Railway No. 6, . . . . .	-	-	\$10.50	10	70
<b>Custodians.</b>					
Railway No. 19 (mechanical department), . . . . .	-	-	31.13	29	61
<b>Despatchers.</b>					
Railway No. 3, . . . . .	.375	-	-	10	70
<b>Drivers.</b>					
Railway No. 1 (line department), . . . . .	{ .3507- .3600 }	-	-	-	1 -
<b>Electricians.</b>					
Railway No. 4 (maintenance), . . . . .	.53½	-	-	8	48
Railway No. 5 (power station), . . . . .	.39	-	-	9	63
Railway No. 5 (helpers) (power station), . . . . .	.36	-	-	9	63
Railway No. 8, . . . . .	-	\$3.55	-	9	-
Railway No. 9 (shops and electric line), . . . . .	.41	-	-	9	63
Railway No. 15, . . . . .	.39	-	-	9	63
<b>Engineers.</b>					
Railway No. 1 (assistant) (power plant), . . . . .	.5038	-	-	-	56
Railway No. 2, . . . . .	.625	-	-	9	-
Railway No. 3 (assistant), . . . . .	.4464	-	-	8	56
Railway No. 3 (chief), . . . . .	.491	-	-	8	56
Railway No. 5 (assistant) (power station), . . . . .	.50½	-	-	8	56
Railway No. 6 (first), . . . . .	-	-	28.00	10	70
Railway No. 6 (second), . . . . .	-	-	22.00	10	70
Railway No. 8, . . . . .	-	4.00	-	8	-
Railway No. 9 (power plant), . . . . .	.69	-	-	8	56
Railway No. 14, . . . . .	.43	-	-	9	61
Railway No. 17, . . . . .	.467½	-	-	8	56
Railway No. 17 (chief), . . . . .	.53½	-	-	8	56
<b>Firemen.</b>					
Railway No. 1 (power plant), . . . . .	.4413	-	-	-	56
Railway No. 1 (helpers) (power plant), . . . . .	.3913	-	-	-	56
Railway No. 2, . . . . .	.3999	-	-	9	-
Railway No. 2 (helpers), . . . . .	.3628	-	-	9	-
Railway No. 3, . . . . .	.3482	-	-	8	56
Railway No. 4, . . . . .	.52	-	-	8	48

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
 CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Firemen — Con.</b>					
Railway No. 5 (with license) (power station), . . . . .	\$0.37½	—	—	8	56
Railway No. 5 (without license) (power station), . . . . .	.33½	—	—	8	56
Railway No. 6, . . . . .	—	—	\$24.00	10	70
Railway No. 8, . . . . .	—	{ \$3.00 3.10 3.49 }	—	8	—
Railway No. 9 (power plant), . . . . .	.56¼	—	—	8	56
Railway No. 9 (helpers) (power plant), . . . . .	.40½	—	—	8	56
Railway No. 9 (in shop) (shops and electric line), . . . . .	.33¼	—	—	12	84
Railway No. 14, . . . . .	.37½	—	—	9	61
Railway No. 15, . . . . .	.37½	—	—	8	56
Railway No. 17, . . . . .	.39½	—	—	8	56
<b>Flagmen.</b>					
Railway No. 2 (crossing), . . . . .	—	—	12.73	9	—
<b>Foremen.</b>					
Railway No. 2 (inspection), . . . . .	.4443	—	—	9	—
Railway No. 2 (track), . . . . .	.369	—	—	9	—
Railway No. 3 (night), . . . . .	.32	—	—	10	70
Railway No. 3 (track work), . . . . .	.40	—	—	10	70
Railway No. 5 (linemen) (line car), . . . . .	—	4.00	—	9	63
Railway No. 5 (car house) (shop men), . . . . .	.36¾	—	—	9	63
Railway No. 5 (night) (shop men), . . . . .	—	—	25.30	12	84
Railway No. 6 (barn), . . . . .	—	—	25.00	10	70
Railway No. 6 (line), . . . . .	—	3.00	—	10	70
Railway No. 6 (track), . . . . .	—	3.00	—	10	70
Railway No. 7 (car house), . . . . .	—	—	35.00	10	70
Railway No. 7 (line), . . . . .	—	4.00	—	10	70
Railway No. 7 (track), . . . . .	—	3.00	—	10	70
Railway No. 11 (barnmen), . . . . .	—	4.00	28.00	9	—
Railway No. 17 (line), . . . . .	.30	—	—	9½	66½
Railway No. 17 (night), . . . . .	.32	—	—	12	84
Railway No. 17 (track), . . . . .	{ .33¼ .36½ }	—	—	9	63
Railway No. 18 (car house), . . . . .	—	—	32.00	10	70
Railway No. 18 (line), . . . . .	—	3.50	—	10	70
Railway No. 18 (track), . . . . .	—	3.50	—	10	70
Railway No. 19 (line department), . . . . .	—	5.11	—	19	61
Railway No. 19 (bridge) (track department), . . . . .	—	—	34.00	8	48
Railway No. 19 (sub) (track department), . . . . .	—	{ 3.55 3.75 }	—	8	48
Railway No. 19 (track) (track department), . . . . .	—	5.11	—	9	54
<b>Gang Bosses.</b>					
Railway No. 19 (mechanical department), . . . . .	—	{ 3.74 4.03 }	—	19	61
<b>Groundmen.</b>					
Railway No. 5 (linemen), . . . . .	—	3.05	—	9	63
<b>Headlight Men.</b>					
Railway No. 19 (mechanical department), . . . . .	—	{ 3.11 3.74 }	—	19	61
<b>Helpers.</b>					
Railway No. 1 (power plant), . . . . .	.3913	—	—	—	56
Railway No. 1 (general) (rolling stock department), . . . . .	{ .2594 .4094 }	—	—	—	2—
Railway No. 4, . . . . .	.42½	—	—	9¼	51
Railway No. 5 (motor and truck) (shop men), . . . . .	.28	—	—	9	63
Railway No. 9 (power plant), . . . . .	.38½	—	—	8	56
Railway No. 13, . . . . .	{ .25— .29— }	—	—	3—	3—

1 Saturdays, Sundays, and holidays, 8 hours a day.

2 Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

3 Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Inspectors.</b>					
Railway No. 5 (shop men),	\$0.33 $\frac{2}{3}$	-	-	9	63
Railway No. 5 (air brake) (shop men),	.31 $\frac{1}{2}$	-	-	9	63
Railway No. 5 (car body) (shop men),	.35 $\frac{1}{2}$	-	-	9	63
Railway No. 5 (foremen) (shop men),	.38 $\frac{2}{3}$	-	-	9	63
Railway No. 5 (helpers) (truck) (shop men),	.28	-	-	9	63
Railway No. 5 (motor) (shop men),	.36 $\frac{1}{2}$	-	-	9	63
Railway No. 5 (truck) (shop men),	.36 $\frac{1}{2}$	-	-	9	63
Railway No. 19 (mechanical department),	-	\$3.11 3.47 3.55 3.74 4.03	-	19	61
Railway No. 19 (foremen) (mechanical department),	-	-	\$40.00	19	61
Railway No. 19 (assistant foremen) (mechanical department),	-	-	32.50	19	61
Railway No. 19 (night foremen) (mechanical department),	-	-	34.00	19	61
Railway No. 21 (car),	-	4.17	-	9	61
<b>Janitors.</b>					
Railway No. 19 (mechanical department),	-	2.80	-	19	61
<b>Labcrers.</b>					
Railway No. 1 (line department),	.3283	-	-	-	2-
Railway No. 1 (roadway department),	.320- .375	-	-	-	2-
Railway No. 2, . . . . .	.3075	-	-	9	-
Railway No. 3, . . . . .	.25 .275	-	-	10	60
Railway No. 3 (coal), . . . . .	.30	-	-	-	-
Railway No. 6 (track), . . . . .	-	2.75	-	10	70
Railway No. 7 (track), . . . . .	-	2.75	-	10	70
Railway No. 9 (track) (power plant),	-	3.75	-	9	63
Railway No. 11 (barnmen), . . . . .	-	2.61	18.27	9	-
Railway No. 17, . . . . .	.33 $\frac{1}{2}$	-	-	9	54
Railway No. 18 (track), . . . . .	-	3.00	-	10	70
Railway No. 19 (track) (track department),	-	3.11	-	8	48
Railway No. 19 (track) (switches) (track department), . . . . .	-	3.75 4.00	-	8 9	56 63
<b>Linemen.</b>					
Railway No. 1 (first class) (line department), . . . . .	.4372- .4483	-	-	-	2-
Railway No. 1 (second class) (line department), . . . . .	.4206	-	-	-	2-
Railway No. 1 (helpers) (first class) (line department), . . . . .	.3928	-	-	-	2-
Railway No. 1 (helpers) (second class) (line department), . . . . .	.3594- .3600	-	-	-	2-
Railway No. 4, . . . . .	.51 $\frac{1}{4}$	-	-	8	48
Railway No. 5 (first class), . . . . .	-	3.65	-	9	63
Railway No. 5 (second class), . . . . .	-	3.35	-	9	63
Railway No. 6, . . . . .	-	2.75	-	10	70
Railway No. 7, . . . . .	-	3.00	-	10	70
Railway No. 8, . . . . .	-	3.55	-	9	-
Railway No. 9 (shops and electric line), . . . . .	.40	-	-	9	63
Railway No. 10, . . . . .	-	3.99	-	9	53
Railway No. 18, . . . . .	-	3.00	-	10	70
Railway No. 19 (line department), . . . . .	-	4.50 4.75 5.00	-	19	53
<b>Loaders, Truck.</b>					
Railway No. 5 (freight house men), . . . . .	.30 $\frac{3}{4}$	-	-	9	54

<sup>1</sup> Saturdays, Sundays, and holidays, 8 hours a day.

<sup>2</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.



TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Machinists.</b>					
Railway No. 1 (rolling stock department),	\$0.3600- .4405	—	—	—	1—
Railway No. 1 (helpers) (rolling stock department),	.3272- .4200	—	—	—	1—
Railway No. 2, . . . . .	.3998 .4443 .4797	—	—	9	—
Railway No. 4, . . . . .	.50 .55	—	—	9¼	51
Railway No. 5 (first class) (shop men), . . . . .	.44	—	—	9	63
Railway No. 5 (second class) (shop men), . . . . .	.38¾	—	—	9	63
Railway No. 5 (helpers) (shop men), . . . . .	.29	—	—	9	63
Railway No. 9 (shops and electric line), . . . . .	.28	—	—	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	.50½	—	—	9	54
Railway No. 12, . . . . .	.24½- .44	—	—	9	63
Railway No. 17, . . . . .	.42½	—	—	9½	66½
Railway No. 19 (mechanical department), . . . . .	—	\$4.36	—	9	53
Railway No. 19 (foremen) (mechanical department), . . . . .	—	—	\$40.00	9	61
Railway No. 21, . . . . .	—	4.54	—	9	53
<b>Masons.</b>					
Railway No. 19 (track department), . . . . .	—	3.75	—	8	48
<b>Mechanics.</b>					
Railway No. 2, . . . . .	.385½	—	—	9	—
Railway No. 3 (master), . . . . .	.42	—	—	10	70
Railway No. 17, . . . . .	.35	—	—	9½	66½
Railway No. 17 (master), . . . . .	.42	—	—	9½	66½
<b>Metal Workers.</b>					
Railway No. 5 (special) (shop men), . . . . .	.38¾	—	—	9	63
<b>Molders.</b>					
Railway No. 5 (shop men), . . . . .	.38¾	—	—	9	63
<b>Night Men.</b>					
Railway No. 15, . . . . .	.25	—	—	10	70
Railway No. 17, . . . . .	.25	—	—	12	84
<b>Oilers.</b>					
Railway No. 1 (power plant), . . . . .	.3913	—	—	—	56
Railway No. 2 (car), . . . . .	.3554	—	—	9	—
Railway No. 2, . . . . .	.3999	—	—	9	—
Railway No. 4, . . . . .	.50	—	—	8	48
Railway No. 5 (chief) (power station), . . . . .	.42½	—	—	8	56
Railway No. 5 (other) (power station), . . . . .	.33	—	—	8	56
Railway No. 5 (car) (shop men), . . . . .	.28	—	—	9	63
Railway No. 6 (track), . . . . .	—	2.75	—	10	70
Railway No. 9 (power plant), . . . . .	.43¾	—	—	8	56
Railway No. 10 (track), . . . . .	—	2.49	—	9	61
Railway No. 14 (track), . . . . .	—	2.49	—	9	61
Railway No. 19 (mechanical department), . . . . .	—	2.99 3.50 3.18	—	9	61
Railway No. 19 (track department), . . . . .	—	3.08	—	9	63
<b>Operators, Drill Press.</b>					
Railway No. 19 (mechanical department), . . . . .	—	3.42	—	9	53
<b>Operators, Sub-station.</b>					
Railway No. 2, . . . . .	.2908 .3323	—	—	9	—
<b>Operators, Switchboard.</b>					
Railway No. 4, . . . . .	.47½	—	—	8	48

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>3</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Packers, Car.</b>					
Railway No. 5 (freight house men), . . . . .	\$0.33	—	—	9	54
<b>Painters.</b>					
Railway No. 1 (rolling stock department), . . . . .	{ .3200— .4372 }	—	—	—	1—
Railway No. 1 (helpers) (rolling stock department), . . . . .	{ .316— .360 }	—	—	—	1—
Railway No. 2, . . . . .	{ .4034 .4443 }	—	—	9	—
Railway No. 2 (foremen), . . . . .	{ .4888 .4414 }	—	—	9	—
Railway No. 4 (car shops), . . . . .	{ .48 .3514 }	—	—	9½	51
Railway No. 5 (first class) (shop men), . . . . .	{ .33 .382½ }	—	—	9	63
Railway No. 5 (second class) (shop men), . . . . .	{ .33 .382½ }	—	—	9	63
Railway No. 5 (foremen) (shop men), . . . . .	{ .41 .44 }	—	—	9	54
Railway No. 9 (shops and electric line), . . . . .	{ .44 .302½ }	—	—	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	{ .352½ .2714 }	—	—	9	63
Railway No. 12, . . . . .	{ .351½ .3157 }	—	—	3—	3—
Railway No. 13, . . . . .	{ .36 .27 }	—	—	9	63
Railway No. 15, . . . . .	{ .36 .27 }	—	—	9½	61
Railway No. 17 (boss), . . . . .	{ .36 .27 }	—	—	9½	57
Railway No. 17 (helpers), . . . . .	{ .36 .27 }	—	—	9½	57
Railway No. 19 (mechanical department), . . . . .	—	{ \$3.47 3.92 4.24 4.36 }	—	9	53
Railway No. 19 (foremen) (mechanical department), . . . . .	—	—	\$38.00	9	61
Railway No. 21, . . . . .	—	4.17	—	9	53
<b>Pattern Makers.</b>					
Railway No. 4, . . . . .	.75	—	—	9½	51
<b>Pavers.</b>					
Railway No. 4, . . . . .	.61	—	—	9	54
<b>Pipers.</b>					
Railway No. 19 (mechanical department), . . . . .	—	—	35.00	9	63
<b>Pitmen.</b>					
Railway No. 1 (rolling stock department), . . . . .	{ .36— .43 }	—	—	—	1—
Railway No. 1 (helpers) (rolling stock department), . . . . .	{ .305— .430 }	—	—	—	1—
Railway No. 2, . . . . .	{ .3554 — }	—	—	9	—
Railway No. 7, . . . . .	—	{ 2.50— 3.00 }	—	10	70
Railway No. 8, . . . . .	—	{ 3.24 — }	—	9	—
Railway No. 9 (shops and electric lines), . . . . .	{ .38 .29— }	—	—	9	54
Railway No. 13, . . . . .	{ .351½ .327½ }	—	—	3—	3—
Railway No. 15, . . . . .	{ .327½ .26 }	—	—	9	54
Railway No. 17, . . . . .	{ .31½ — }	—	—	9½	66½ <sup>2</sup>
Railway No. 18, . . . . .	—	{ 3.00— 3.50 3.36 }	—	10	70
Railway No. 19 (mechanical department), . . . . .	—	{ 3.55 3.11 }	—	9	61
Railway No. 19 (helpers) (mechanical department), . . . . .	—	{ 3.11 3.80 }	—	9	61
Railway No. 21, . . . . .	—	{ 3.80 3.11 }	—	9	61
Railway No. 21 (helpers), . . . . .	—	{ 3.42 — }	—	9	61

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>3</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
 CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Repairmen.</b>					
Railway No. 1 (power plant), . . . . .	\$0.4063- .5863	-	-	-	56
Railway No. 2 (truck), . . . . .	.3554- .4443	-	-	9	-
Railway No. 4 (car), . . . . .	.43¼- .48¾	-	-	9	62
Railway No. 5 (chief) (power station), . . . . .	.41	-	-	8	56
Railway No. 5 (other) (power station), . . . . .	.32½	-	-	8	56
Railway No. 5 (air brake) (shop men), . . . . .	.36¼	-	-	9	63
Railway No. 5 (electrical) (shop men), . . . . .	.33¾	-	-	9	63
Railway No. 5 (motor and truck) (first class) (shop men), . . . . .	.36½	-	-	9	63
Railway No. 5 (motor and truck) (second class) (shop men), . . . . .	.33¾	-	-	9	63
Railway No. 7 (general), . . . . .	-	\$2.50- 3.00	-	10	70
Railway No. 9 (power plant), . . . . .	.56¼	-	-	8	56
Railway No. 12 (car), . . . . .	1.24½- .31¾	-	-	9	63
Railway No. 18 (general), . . . . .	-	3.00- 3.50	-	10	70
Railway No. 19 (control) (mechanical department), . . . . .	-	4.35	-	2 9	53
Railway No. 19 (field coil) (mechanical department), . . . . .	-	3.02	-	2 9	53
Railway No. 19 (foremen) (truck) (mechanical department), . . . . .	-	-	\$40.00	2 9	61
Railway No. 19 (assistant foremen) (truck) (mechanical department), . . . . .	-	-	32.50	2 9	61
<b>Shifters, Car.</b>					
Railway No. 5 (shop men), . . . . .	.28	-	-	9	63
Railway No. 19 (mechanical department), . . . . .	-	2.80 2.99	-	2 9	61
Railway No. 21, . . . . .	-	3.42	-	9	61
<b>Shop Men.</b>					
Railway No. 16, . . . . .	-	-	18.00- 27.00	9	-
Railway No. 20, . . . . .	.30- .45	-	-	9	-
<b>Signal Men.</b>					
Railway No. 5 (linemen), . . . . .	-	3 35	-	9	63
<b>Storekeepers.</b>					
Railway No. 5 (shop men), . . . . .	.36¾	-	-	9	63
Railway No. 5 (helpers) (shop men), . . . . .	.24½	-	-	9	63
<b>Teamsters.</b>					
Railway No. 19 (mechanical department), . . . . .	-	3.03	-	2 9	61
<b>Telephone Men.</b>					
Railway No. 5 (linemen), . . . . .	-	3.50	-	9	63
<b>Track Greasers.</b>					
Railway No. 9 (power plant), . . . . .	.31	-	-	9	63
Railway No. 17, . . . . .	.22½	-	-	10	70
<b>Trackmen.</b>					
Railway No. 1 (roadway department), . . . . .	.375	-	-	-	3 -
Railway No. 4, . . . . .	.42½	-	-	9	54
Railway No. 8, . . . . .	-	3 25	-	9	-
Railway No. 10, . . . . .	-	3.03	-	9	53
Railway No. 11, . . . . .	-	3.00	18.00	9	-
Railway No. 16, . . . . .	-	-	16.50- 18.00	9	-
Railway No. 20, . . . . .	.36½- .39½	-	-	9	-

<sup>1</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.

<sup>3</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE — CONCLUDED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE — Concluded.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Truckers.</b>					
Railway No. 1 (freight department), . . . . .	{ \$0.285- .355 .302 <sup>3</sup> }	-	-	-	1 -
Railway No. 5 (freight house men), . . . . .	-	-	-	9	54
Railway No. 19 (mechanical department), . . . . .	-	\$3.74	-	29	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.11	-	29	53
Railway No. 21, . . . . .	-	4.17	-	9	53
Railway No. 21 (helpers), . . . . .	-	{ 3.11 3.42 }	-	9	53
<b>Upholsterers.</b>					
Railway No. 19 (mechanical department), . . . . .	-	4.62	-	29	53
<b>Warehousemen.</b>					
Railway No. 1 (freight department), . . . . .	{ .320- .371 }	-	-	-	1 -
<b>Washers, Car.</b>					
Railway No. 5 (shop men), . . . . .	.28	-	-	9	63
<b>Watchmen.</b>					
Railway No. 2 (and janitors), . . . . .	.2666	-	-	9	-
Railway No. 5 (shop men), . . . . .	-	-	{ \$20.90 21.90 }	12	84
Railway No. 9 (power plant), . . . . .	.331 <sup>4</sup>	-	-	9	63
Railway No. 11 (barnmen), . . . . .	-	3.57	25.00	12	-
Railway No. 19 (mechanical department), . . . . .	-	3.11	-	29	61
<b>Watch Tenders.</b>					
Railway No. 2, . . . . .	.45	-	-	9	-
<b>Welders.</b>					
Railway No. 19 (track department), . . . . .	-	4.00	-	8	48
Railway No. 19 (substitute) (track department), . . . . .	-	3.75	-	8	48
<b>Wheelfitters.</b>					
Railway No. 19 (mechanical department), . . . . .	-	4.36	-	29	53
<b>Wiremen.</b>					
Railway No. 1 (rolling stock department), . . . . .	{ .3600- .4238 .3272- .4094 }	-	-	-	1 -
Railway No. 1 (helpers) (rolling stock department), . . . . .	{ .3554 .40 }	-	-	9	-
Railway No. 2, . . . . .	-	-	-	9	63
Railway No. 5 (shop men), . . . . .	-	3.85	-	29	53
Railway No. 19 (mechanical department), . . . . .	-	3.14	-	29	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	-	-	-	-
<b>Woodworkers,</b>					
Railway No. 4, . . . . .	{ .45- .48 <sup>3</sup> }	-	-	9 <sup>1</sup> / <sub>4</sub>	51

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.

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